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STUDY PROJECT

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LEADERSHIP--DOES THE OFFICER CORPS TRULY CARE FOR THE ENLISTED SOLDIER APPENDIX II

BY

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U.S. ARMY WAR COLLEGE, CARLISLE BARRACKS, PA 17013-5050

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) The objectives of this study are to determine if today's officer corps is truly caring of enlisted soldiers and to address basic issues of leadership with respect to the perceived differences between the ideal and the actual as viewed by the senior noncommissioned officers attending the class of 1988 at the Sergeants Major Academy, Fort Bliss, Texas. Previous studies and relevant articles have been consulted. Data was gathered through a literature search and a survey instrument of US Army personnel. The study concludes that the		

senior NCO respondents are generally positive and sincere in their convictions.

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APPENDIX II

SURVEY INSTRUMENT



DEPARTMENT OF THE ARMY
UNITED STATES ARMY WAR COLLEGE
CARLISLE BARRACKS, PENNSYLVANIA 17013-8050

REPLY TO
ATTENTION OF



U.S. Army Soldier Support
Center

Survey Control Number:
ATNO-AO-88-21

S: 5 March 1988

23 February 1988

TO: Respondents at the U.S. Army Sergeants Major Academy

SUBJECT: U.S. Army War College Study of Officer Leadership

1. This Military Studies Program project conducted by students at the U.S. Army War College attempts to capture the opinions and attitudes of a cross-section of the senior NCO Corps of the Army. The purpose of this survey is to determine to what extent senior noncommissioned officers believe commissioned officers perform effectively in their roles as senior decisionmakers.

2. Your participation in this survey is voluntary. The responses will be anonymous. This means that your answers will be held in confidence and that they will be analyzed as a part of a group. The requested biographical data is solely for statistical analyses. Should you desire to make additional remarks concerning the survey questionnaire, please use the comment section provided on the last page of the survey instrument.

3. The Officer Leadership Study is time sensitive and your reply by 5 March 1988 will be greatly appreciated. Thank you for your support.

Encl

Robert J. Davis

ROBERT J. DAVIS
Colonel, FA
Dir, Military Studies Program



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OFFICER LEADERSHIP QUESTIONNAIRE

RESPONDENT DATA: Questions one through four provide background information. Circle the appropriate response for each.

1. What is your career field?
 - A. Combat Arms
 - B. Combat Support
 - C. Combat Service Support
 - D. Other
2. What is your pay grade?
 - A. E-7
 - B. E-7 (P)
 - C. E-8
 - D. E-8 (P)
 - E. E-9
3. What is your racial background?
 - A. White
 - B. Black
 - C. Spanish/Hispanic
 - D. Asian or Pacific Islander
 - E. Other
4. What is your sex?
 - A. Male
 - B. Female

ANSWER STATEMENTS (5-58) USING THE FOLLOWING KEY. CIRCLE ONLY
ONE RESPONSE FOR EACH STATEMENT.

- A. Very great extent
- B. Great Extent
- C. Moderate extent
- D. Some or slight extent
- E. Little or no extent

- | | |
|---|-----------|
| 5. Officers promote teamwork as loyal team players. | A B C D E |
| 6. Officers are interested in maximizing the number of soldiers attending professional development courses. | A B C D E |
| 7. Company grade officers are too busy worrying about their careers to be concerned about enlisted soldiers. | A B C D E |
| 8. Field grade officers are too busy worrying about their careers to be concerned about enlisted soldiers. | A B C D E |
| 9. Officers prefer to have enlisted disciplinary problems handled at the NCO level. | A B C D E |
| 10. Officers do not trust NCO'S. As a result, they do not give them the opportunity to exercise their professional talents. | A B C D E |
| 11. Officers are so concerned about personal ambitions they fail to develop organizations. | A B C D E |
| 12. Officers tend to be so egotistical that they become part of the problem rather than part of the solution. | A B C D E |
| 13. Officers are loyal to enlisted soldiers. | A B C D E |
| 14. Officers talk down to enlisted soldiers. | A B C D E |
| 15. Officers consider family needs of soldiers when requiring extended duty days. | A B C D E |

Very great extent A	Great extent B	Moderate extent C	Some or slight extent D	Little or no extent E				
16.	Officers promote a proper ethical climate.			A	B	C	D	E
17.	Officers are worthy role models for junior NCO'S.			A	B	C	D	E
18.	Officers promote among senior NCO'S, a sense of belonging and trust.			A	B	C	D	E
19.	When there is a crisis, officers withdraw and look for someone to blame.			A	B	C	D	E
20.	Officers allow NCO'S little freedom to deviate.			A	B	C	D	E
21.	Officers are flexible and shift in style and emphasis to suit the situation.			A	B	C	D	E
22.	Officers respect the judgment of of senior NCO'S.			A	B	C	D	E
23.	There is a noticeable sense of team play and sharing of responsibility when an officer is in charge.			A	B	C	D	E
24.	Officers inspire trust and confidence in enlisted soldiers.			A	B	C	D	E
25.	Officers seldom admit mistakes.			A	B	C	D	E
26.	Officers do not allow NCO'S to make independent decisions when reporting unit statistics to a higher head-quarters.			A	B	C	D	E
27.	Officers make decisions with little or no regard to the personal needs or feelings of the enlisted soldiers.			A	B	C	D	E
28.	Officers motivate subordinates to perform to their maximum level.			A	B	C	D	E
29.	Officers tend to cover up incidents that will make them look bad.			A	B	C	D	E

Very great extent A	Great extent B	Moderate extent C	Some or slight extent D	Little or no extent E
30. Officers recognize good work and ensure it is rewarded to motivate further improvement.			A B C D E	
31. Officers set the example for personal fitness.			A B C D E	
32. Officers take credit for accomplishments that belong to subordinates.			A B C D E	
33. Officers are intolerant of subordinates' mistakes and failures.			A B C D E	
34. Officers care more about staying ahead of peers than caring for the enlisted soldier.			A B C D E	
35. Officers demand the complete loyalty of their soldiers but are unwilling to return it.			A B C D E	
36. In a crisis, officers are decisive in meeting the demands of the situation.			A B C D E	
37. Officers do not rely on the expertise of NCO'S during field training.			A B C D E	
38. An officer's interest in his soldiers' welfare is the main factor in winning their confidence.			A B C D E	
39. Officers are eager to help soldiers with problems related to their personal welfare.			A B C D E	
40. Officers keep soldiers informed of policies and practices which affect them.			A B C D E	
41. Officers seldom belittle NCO'S in the presence of enlisted soldiers.			A B C D E	
42. Officers set the example for military appearance.			A B C D E	

Very great extent A	Great extent B	Moderate extent C	Some or slight extent D	Little or no extent E
43. Officers accept any missions from higher headquarters regardless of the organizations ability to perform them.			A B C D E	
44. Officers like NCO'S to have a "take-charge" attitude.			A B C D E	
45. Officers usually want to chair junior enlisted promotion boards.			A B C D E	
46. Officers can be counted on to stand up to superiors on behalf of their subordinates.			A B C D E	
47. Officers believe the identification of qualified soldiers for promotion is their responsibility.			A B C D E	
48. Officers seek the recommendations of their NCO support chain concerning the welfare of enlisted soldiers.			A B C D E	
49. Officers accept suggestions from NCO'S concerning UCMJ actions.			A B C D E	
50. Officers do not allow NCO'S to question junior enlisted soldiers during UCMJ procedures.			A B C D E	
51. Officers seek the recommendations of NCO'S concerning enlisted promotions.			A B C D E	
52. Officers seek the interpretations of NCO'S regarding Army rules and regulations.			A B C D E	
53. Officers make an effort to improve the lives of soldiers and their families.			A B C D E	
54. Officers do not take a personal interest to ensure NCO housing needs are satisfactory.			A B C D E	

Very great extent A	Great extent B	Moderate extent C	Some or slight extent D	Little or no extent E
55. Officers support the Noncommissioned Officer Professional Development Program (NCOBP) to strengthen and enhance NCO leadership.			A B C D E	
56. Officers ensure that good food and mess facilities are available to enlisted soldiers.			A B C D E	
57. Officers rarely take from subordinates the authority that really belongs to their subordinates.			A B C D E	
58. Officers feel garrison training is NCO business and only want to participate when it enhances the officer's visibility.			A B C D E	

FOR THE FOLLOWING TRAITS, SELECT THE ANSWER FROM THE SCALE BELOW WHICH YOU FEEL MOST OFTEN APPLIES TO OFFICERS. CIRCLE ONLY ONE ANSWER FOR EACH TRAIT.

Little or no extent	Some or slight extent	Moderate extent	Great extent	Very great extent
1	2	3	4	5
59. ASSERTIVE		1	2	3 4 5
60. AUTHORITARIAN		1	2	3 4 5
61. COMMITTED		1	2	3 4 5
62. COMMUNICATORS		1	2	3 4 5
63. COMPASSIONATE		1	2	3 4 5
64. COMPETENT		1	2	3 4 5
65. COMPETITIVE		1	2	3 4 5
66. CONFIDENT		1	2	3 4 5

	Little or no extent 1	Some extent 2	Moderate extent 3	Great extent 4	Very great extent 5	
67.	CONSIDERATE		1	2	3	4 5
68.	CONTROLLED		1	2	3	4 5
69.	CONVINCING		1	2	3	4 5
70.	COOL UNDER STRESS		1	2	3	4 5
71.	COUNSELORS		1	2	3	4 5
72.	COURAGEOUS		1	2	3	4 5
73.	CREATIVE		1	2	3	4 5
74.	DECISIVE		1	2	3	4 5
75.	DOERS		1	2	3	4 5
76.	ENDURABLE		1	2	3	4 5
77.	ETHICAL		1	2	3	4 5
78.	EVALUATORS		1	2	3	4 5
79.	FLEXIBLE		1	2	3	4 5
80.	FOLLOWERS		1	2	3	4 5
81.	HONEST		1	2	3	4 5
82.	HUMBLE		1	2	3	4 5
83.	INCONSISTENT		1	2	3	4 5
84.	INSPIRING		1	2	3	4 5
85.	JUDGES		1	2	3	4 5
86.	JUST		1	2	3	4 5
87.	LEADERS		1	2	3	4 5
88.	LEARNERS		1	2	3	4 5
89.	LISTENERS		1	2	3	4 5

Little or no extent	Some or slight extent	Moderate extent	Great extent	Very great extent		
1	2	3	4	5		
90. LOYAL		1	2	3	4	5
91. LOGICAL		1	2	3	4	5
92. MANAGERS		1	2	3	4	5
93. MENTORS		1	2	3	4	5
94. MOTIVATORS		1	2	3	4	5
95. PLANNERS		1	2	3	4	5
96. POPULAR		1	2	3	4	5
97. REFRESHING		1	2	3	4	5
98. RESERVED		1	2	3	4	5
99. RESOURCEFUL		1	2	3	4	5
100. RESPECTFUL		1	2	3	4	5
101. SENSITIVE		1	2	3	4	5
102. SELF-DISCIPLINED		1	2	3	4	5
103. SELF-MOTIVATED		1	2	3	4	5
104. SELF -SACRIFICING		1	2	3	4	5
105. SELF-STARTING		1	2	3	4	5
106. SELF-TRAINED		1	2	3	4	5
107. SENSE OF HUMOR		1	2	3	4	5
108. STRONG-WILLED		1	2	3	4	5
109. STUBBORN		1	2	3	4	5
110. SUPERVISORS		1	2	3	4	5
111. TACTFUL		1	2	3	4	5

Little or no extent 1	Some or slight extent 2	Moderate extent 3	Great extent 4	Very great extent 5		
112. TALKERS		1	2	3	4	5
113. TEACHERS		1	2	3	4	5
114. THINKERS		1	2	3	4	5
115. THOROUGH		1	2	3	4	5
116. THOUGHTFUL		1	2	3	4	5
117. TOLERANT		1	2	3	4	5
118. TRAINERS		1	2	3	4	5
119. TRUSTFUL		1	2	3	4	5
120. TRUSTING		1	2	3	4	5
121. UNCONCERNED		1	2	3	4	5
122. UNDERSTANDING		1	2	3	4	5
123. WILLFUL		1	2	3	4	5
124. WISE		1	2	3	4	5
125. WITHDRAW		1	2	3	4	5
126. WORKAHOLICS		1	2	3	4	5
127. WORRIERS		1	2	3	4	5

QUESTIONS 128 and 129 ARE OPTIONAL. WRITE YOUR ANSWER ON THE QUESTIONNAIRE IN THE SPACE PROVIDED.

128. How do you feel officers should best care for their soldiers?

129. How do you feel officers should best utilize the professional talents of the NCO Corps?

Thank you for completing this survey. Please place the questionnaire in an envelope and return it to the survey monitor.

ADDITIONAL COMMENTS:

APPENDIX III

HISTOGRAMS

NCO HISTOGRAM TOTALS

Histogram

Total Respondents: 141

OFF/LDRSHIP QUES

Subgroup Respondents: 141

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 1 = WHAT IS YOUR CAREER FIELD?

A = COMBAT ARMS..... *****
B = COMBAT SUPPORT..... *****
C = COMBAT SVC SUPPORT.. *****
D = OTHER..... **
E =

A: 41.4% B: 18.6% C: 35.7% D: 4.3% E:
f = 58 f = 26 f = 50 f = 6 f = 0 Missing = 1

Item 2 = WHAT IS YOUR PAY GRADE?

A = E-7..... *
B = E-7(P)..... ***
C = E-8..... *****
D = E-8(P)..... ***
E = E-9..... *****

A: 1.4% B: 5.0% C: 72.9% D: 6.4% E: 14.3%
f = 2 f = 7 f = 102 f = 9 f = 20 Missing = 1

Item 3 = WHAT IS YOUR RACIAL BACKGROUND?

A = WHITE..... *****
B = BLACK..... *****
C = SPANISH/HISPANIC.... **
D = ASIAN OR PACIF ISLE. *
E = OTHER..... *

A: 70.7% B: 20.0% C: 4.3% D: 2.1% E: 2.9%
f = 99 f = 28 f = 6 f = 3 f = 4 Missing = 1

Item 4 = WHAT IS YOUR SEX?

A = MALE..... *****
B = FEMALE..... **
C =
D =
E =

A: 95.7% B: 4.3% C: D: E:
f = 134 f = 6 f = 0 f = 0 f = 0 Missing = 1

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 5 = OFFICERS PROMOTE TEAMWORK AS LOYAL TEAM PLAYERS.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 2.8%	B: 21.3%	C: 56.0%	D: 16.3%	E: 3.5%	
f = 4	f = 30	f = 79	f = 23	f = 5	Missing = 0

Item 6 = OFF ARE INTERESTED IN MAXING THE NO OF SOLD ATTENDING PDC'S.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 3.5%	B: 12.1%	C: 34.0%	D: 33.3%	E: 17.0%	
f = 5	f = 17	f = 48	f = 47	f = 24	Missing = 0

Item 7 = CO GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 14.2%	B: 30.5%	C: 27.7%	D: 21.3%	E: 6.4%	
f = 20	f = 43	f = 39	f = 30	f = 9	Missing = 0

Item 8 = FLD GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 14.9%	B: 27.0%	C: 33.3%	D: 19.9%	E: 5.0%	
f = 21	f = 38	f = 47	f = 28	f = 7	Missing = 0

Item 9 = OFF PREFER TO HAVE ENLIS DISCIP PROBS HANDLED AT NCO LEVEL.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 9.9%	B: 28.4%	C: 36.9%	D: 18.4%	E: 6.4%	
f = 14	f = 40	f = 52	f = 26	f = 9	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 10 = OFF DO NOT TRUST NCO'S & DON'T GIVE OPPOR TO EXER PRO TALENT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 13.6% B: 26.4% C: 30.0% D: 24.3% E: 5.7%
 f = 19 f = 37 f = 42 f = 34 f = 8 Missing = 1

Item 11 = OFF CONCERNED ABOUT PERS AMBITIONS, FAIL TO DEVEL ORGANIZA.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 7.1% B: 27.9% C: 34.3% D: 27.1% E: 3.6%
 f = 10 f = 39 f = 48 f = 38 f = 5 Missing = 1

Item 12 = OFF SO EGOTIS THEY BECOME PART OF PROB RATHER THAN PART SOLU

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 12.9% B: 30.7% C: 34.3% D: 16.4% E: 5.7%
 f = 18 f = 43 f = 48 f = 23 f = 8 Missing = 1

Item 13 = OFFICERS ARE LOYAL TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... **
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.1% B: 3.5% C: 32.6% D: 46.1% E: 15.6%
 f = 3 f = 5 f = 46 f = 65 f = 22 Missing = 0

Item 14 = OFFICERS TALK DOWN TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 19.1% B: 29.8% C: 24.8% D: 20.6% E: 5.7%
 f = 27 f = 42 f = 35 f = 29 f = 8 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 15 = OFF CONSIDER SOLDIER FAM NEEDS WHEN EXTEN DUTY DAYS REQUIRED

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 0.7% B: 8.0% C: 29.0% D: 35.5% E: 26.8%
 f = 1 f = 11 f = 40 f = 49 f = 37 Missing = 0

Item 16 = OFFICERS PROMOTE A PROPER ETHICAL CLIMATE.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 2.1% B: 29.8% C: 47.5% D: 18.4% E: 2.1%
 f = 3 f = 42 f = 67 f = 26 f = 3 Missing = 0

Item 17 = OFFICERS ARE WORTHY ROLE MODELS FOR JUNIOR NCO'S.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ***
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.1% B: 5.7% C: 33.3% D: 36.2% E: 22.7%
 f = 3 f = 8 f = 47 f = 51 f = 32 Missing = 0

Item 18 = OFF PROMOTE AMONG SR NCO'S A SENSE OF BELONGING AND TRUST.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.1% B: 8.5% C: 41.8% D: 31.2% E: 16.3%
 f = 3 f = 12 f = 59 f = 44 f = 23 Missing = 0

Item 19 = WHEN THERE IS A CRISIS, OFF WITHDRAW & BLAME SOMEONE ELSE.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 15.7% B: 26.4% C: 34.3% D: 19.3% E: 4.3%
 f = 22 f = 37 f = 48 f = 27 f = 6 Missing = 1

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 20 = OFFICERS ALLOW NCO'S LITTLE FREEDOM TO DEVIATE.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 5.7%	B: 27.7%	C: 42.6%	D: 19.1%	E: 5.0%	
f = 0	f = 39	f = 60	f = 27	f = 7	Missing = 0

Item 21 = OFF ARE FLEX AND SHIFT IN STYLE & EMPHASIS TO SUIT SITUATION

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 1.4%	B: 14.9%	C: 40.4%	D: 39.7%	E: 3.5%	
f = 2	f = 21	f = 57	f = 56	f = 5	Missing = 0

Item 22 = OFFICERS RESPECT THE JUDGEMENT OF SENIOR NCO'S.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A:	B: 27.0%	C: 50.4%	D: 16.3%	E: 6.4%	
f = 0	f = 38	f = 71	f = 23	f = 9	Missing = 0

Item 23 = THERE IS NOTICEABLE TEAM PLAY & SHAR RESPONDS WHEN OFF IN CHG

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 1.4%	B: 8.6%	C: 40.0%	D: 37.1%	E: 12.9%	
f = 2	f = 12	f = 56	f = 52	f = 18	Missing = 1

Item 24 = OFFICERS INSPIRE TRUST AND CONFIDENCE IN ENLISTED SOLDIERS.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A:	B: 7.1%	C: 44.7%	D: 37.6%	E: 10.6%	
f = 0	f = 10	f = 63	f = 53	f = 15	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 25 = OFFICERS SELDOM ADMIT MISTAKES.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 19.1% B: 31.2% C: 22.7% D: 24.1% E: 2.8%
 f = 27 f = 44 f = 32 f = 34 f = 4 Missing = 0

Item 26 = OFF DON'T ALLOW NCO MAKE INDEP DECIS W/REPORTIN STATS TO HQS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 21.3% B: 36.9% C: 24.1% D: 12.1% E: 5.7%
 f = 30 f = 52 f = 34 f = 17 f = 8 Missing = 0

Item 27 = OFF MAKE DECI W/LITTLE/NO REGRD TO PERS NEEDS OR FEEL OF ENL

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 11.3% B: 27.0% C: 39.7% D: 18.4% E: 3.5%
 f = 16 f = 38 f = 56 f = 26 f = 5 Missing = 0

Item 28 = OFFICERS MOTIVATE SUBORDINATES TO PERFORM TO THEIR MAX LEVEL

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.8% B: 9.9% C: 36.9% D: 36.9% E: 13.5%
 f = 4 f = 14 f = 52 f = 52 f = 19 Missing = 0

Item 29 = OFF TEND TO COVER INCIDENTS WHICH MIGHT MAKE THEM LOOK BAD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 28.4% B: 34.0% C: 20.6% D: 12.8% E: 4.3%
 f = 40 f = 48 f = 29 f = 18 f = 6 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 30 = OFF RECOG GOOD WORK AND REWARD IT TO MOTIVATE FURTHER IMPROV

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 2.1% B: 20.7% C: 53.6% D: 20.7% E: 2.9%
 f = 3 f = 29 f = 75 f = 29 f = 4 Missing = 1

Item 31 = OFFICERS SET THE EXAMPLE FOR PERSONAL FITNESS.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 4.3% B: 22.0% C: 40.4% D: 23.4% E: 9.9%
 f = 6 f = 31 f = 57 f = 33 f = 14 Missing = 0

Item 32 = OFF TAKE CREDIT FOR ACCOMPLISHMENTS THAT BELONG TO SUBORDS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 19.9% B: 29.8% C: 28.4% D: 14.9% E: 7.1%
 f = 28 f = 42 f = 40 f = 21 f = 10 Missing = 0

Item 33 = OFF ARE INTOLERANT OF SUBORDINATES' MISTAKES & FAILURES.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 6.4% B: 35.7% C: 34.3% D: 19.3% E: 4.3%
 f = 9 f = 50 f = 48 f = 27 f = 6 Missing = 1

Item 34 = OFF CARE MORE ABOUT STAYING AHEAD OF PEERS THAN THE ENLIS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 17.7% B: 35.5% C: 29.8% D: 12.1% E: 5.0%
 f = 25 f = 50 f = 42 f = 17 f = 7 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 15 = OFF DEMAND COMP LOYALTY OF THEIR SOL BUT DON'T RETURN IT.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 13.5% B: 39.7% C: 26.2% D: 17.0% E: 3.5%
 f = 19 f = 56 f = 37 f = 24 f = 5 Missing = 0

Item 16 = IN CRISIS, OFF ARE DECISIVE IN MEETING DEMANDS OF SITUATION.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 5.0% B: 23.6% C: 55.0% D: 15.7% E: 0.7%
 f = 7 f = 33 f = 77 f = 22 f = 1 Missing = 1

Item 17 = OFF DON'T RELY ON EXPERTISE OF NCO'S DURING FIELD TRAINING.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.0% B: 27.3% C: 30.9% D: 25.9% E: 10.8%
 f = 7 f = 38 f = 43 f = 36 f = 15 Missing = 2

Item 18 = AN OFF INTEREST IN SOL WELFARE IF MAIN FAC IN WINNING CONFID

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 18.6% B: 26.4% C: 27.9% D: 21.4% E: 5.7%
 f = 26 f = 37 f = 39 f = 30 f = 8 Missing = 1

Item 19 = OFF ARE EAGER TO HELP SOL W/PROB RELATED TO PERSONAL WELFARE

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 3.5% B: 10.6% C: 50.4% D: 27.7% E: 7.8%
 f = 5 f = 15 f = 71 f = 39 f = 11 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 40 = OFF KEEP SOL INFORMED OF POLICIES & PRAC THAT AFFECT THEM.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 4.3%	B: 17.0%	C: 45.4%	D: 24.1%	E: 9.2%	
f = 6	f = 24	f = 64	f = 34	f = 13	Missing = 0

Item 41 = OFFICERS SELDOM BELITTLE NCO'S IN PRESENCE OF ENLIS SOLDIERS

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 6.4%	B: 24.1%	C: 34.0%	D: 27.7%	E: 7.8%	
f = 9	f = 34	f = 48	f = 39	f = 11	Missing = 0

Item 42 = OFFICERS SET THE EXAMPLE FOR MILITARY APPEARANCE.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.0%	B: 14.9%	C: 37.6%	D: 24.8%	E: 17.7%	
f = 7	f = 21	f = 53	f = 35	f = 25	Missing = 0

Item 43 = OFF ACCEPT ANY MISS FROM HQS REGARD OF ABILITY TO PERFORM IT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 29.1%	B: 41.8%	C: 19.1%	D: 7.1%	E: 2.8%	
f = 41	f = 59	f = 27	f = 10	f = 4	Missing = 0

Item 44 = OFFICERS LIKE NCO'S TO HAVE A TAKE-CHARGE ATTITUDE.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 20.6%	B: 27.7%	C: 33.3%	D: 16.3%	E: 2.1%	
f = 29	f = 39	f = 47	f = 23	f = 3	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 45 = OFFICERS USUALLY WANT TO CHAIR JR ENLISTED PROMO BOARDS.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.1% B: 7.9% C: 10.7% D: 21.4% E: 57.9%
 f = 3 f = 11 f = 15 f = 30 f = 81 Missing = 1

Item 46 = OFF CAN BE COUNTED ON TO STAND UP TO SUPER ON BEHALF OF SUB

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ***
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 1.4% B: 6.4% C: 32.6% D: 39.0% E: 20.6%
 f = 2 f = 9 f = 46 f = 55 f = 29 Missing = 0

Item 47 = OFF BELIEVE ID OF QUAL SOL FOR PROMO IS THEIR RESPONSIBILITY

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.7% B: 20.6% C: 30.5% D: 29.8% E: 13.5%
 f = 8 f = 29 f = 43 f = 42 f = 19 Missing = 0

Item 48 = OFF SEEK RECOMMEN OF NCO SUPT CHAIN CONCERN WELFARE OF ENLIS

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 7.8% B: 23.4% C: 44.0% D: 21.3% E: 3.5%
 f = 11 f = 33 f = 62 f = 30 f = 5 Missing = 0

Item 49 = OFFICERS ACCEPT SUGGESTIONS FROM NCO'S CONCERN UCMJ ACTIONS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 12.1% B: 30.5% C: 39.0% D: 14.2% E: 4.3%
 f = 17 f = 43 f = 55 f = 20 f = 6 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 50 = OFF DON'T ALLOW NCO TO QUES JR ENLIS SOL DURING UCMJ PROCEED

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 4.3%	B: 9.9%	C: 32.6%	D: 31.9%	E: 21.3%	
f = 6	f = 14	f = 46	f = 45	f = 30	Missing = 0

Item 51 = OFF SEEK THE RECOMM OF NCO CONCERNING ENLISTED PROMOTIONS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 12.8%	B: 31.9%	C: 40.4%	D: 12.1%	E: 2.8%	
f = 18	f = 45	f = 57	f = 17	f = 4	Missing = 0

Item 52 = OFF SEEK THE INTERPRE OF NCO REGARD ARMY RULES & REGULATIONS

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.0%	B: 21.3%	C: 34.8%	D: 27.0%	E: 12.1%	
f = 7	f = 30	f = 49	f = 38	f = 17	Missing = 0

Item 53 = OFF MAKE EFFORT TO IMPROVE THE LIVES OF SOLDIERS & FAMILIES.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.8%	B: 10.6%	C: 45.4%	D: 27.7%	E: 13.5%	
f = 4	f = 15	f = 64	f = 39	f = 19	Missing = 0

Item 54 = OFF DON'T TAKE PERS INTEREST TO ENS NCO HOUS NEEDS ARE SATIS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 10.6%	B: 22.7%	C: 29.1%	D: 22.7%	E: 14.9%	
f = 15	f = 32	f = 41	f = 32	f = 21	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 55 = OFF SUPT NCO PRO DEVEL PROG TO STRENGTHEN & ENHANCE NCO LDR.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 6.4% B: 22.0% C: 34.8% D: 20.6% E: 16.3%
 f = 4 f = 31 f = 49 f = 29 f = 23 Missing = 0

Item 56 = OFF ENSURE GOOD FOOD & MESS FACIL ARE AVAIL TO ENLISTED SOL.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 3.5% B: 15.6% C: 44.7% D: 24.1% E: 12.1%
 f = 5 f = 22 f = 63 f = 34 f = 17 Missing = 0

Item 57 = OFF RARELY TAKE AWAY AUTHOR THAT REALLY BELONGS TO SUBORDS.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.0% B: 15.6% C: 40.4% D: 29.1% E: 9.9%
 f = 7 f = 22 f = 57 f = 41 f = 14 Missing = 0

Item 58 = OFF FEEL GAR TNG IS NCO BUS, ONLY PARTIC WHEN ENHAN OFF VISI

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 25.5% B: 30.5% C: 23.4% D: 15.6% E: 5.0%
 f = 36 f = 43 f = 33 f = 22 f = 7 Missing = 0

Item 59 = OFFICERS ARE ASSERTIVE.

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.4% B: 12.1% C: 36.9% D: 38.3% E: 11.3%
 f = 2 f = 17 f = 52 f = 54 f = 16 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 60 = OFFICERS ARE AUTHORITARIAN

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 3.6%	B: 14.3%	C: 18.6%	D: 34.3%	E: 29.3%	
f = 5	f = 20	f = 26	f = 48	f = 41	Missing = 1

Item 61 = OFFICERS ARE COMMITTED.

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 0.7%	B: 17.0%	C: 48.2%	D: 25.5%	E: 8.5%	
f = 1	f = 24	f = 68	f = 36	f = 12	Missing = 0

Item 62 = OFFICERS ARE COMMUNICATORS.

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 2.1%	B: 24.8%	C: 50.4%	D: 18.4%	E: 4.3%	
f = 3	f = 35	f = 71	f = 26	f = 6	Missing = 0

Item 63 = OFFICERS ARE COMPASSIONATE.

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... *

A: 6.4%	B: 34.0%	C: 49.6%	D: 7.8%	E: 2.1%	
f = 9	f = 48	f = 70	f = 11	f = 3	Missing = 0

Item 64 = OFFICERS ARE COMPETENT

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 4.3%	B: 21.3%	C: 44.0%	D: 27.0%	E: 3.5%	
f = 6	f = 30	f = 62	f = 38	f = 5	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 65 = OFFICERS ARE COMPETITIVE

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 2.4%	B: 9.9%	C: 17.7%	D: 36.9%	E: 29.1%	
f = 9	f = 14	f = 25	f = 52	f = 41	Missing = 0

Item 66 = OFFICERS ARE CONFIDENT.

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 0.7%	B: 16.3%	C: 42.6%	D: 35.5%	E: 5.0%	
f = 1	f = 23	f = 60	f = 50	f = 7	Missing = 0

Item 67 = OFFICERS ARE CONSIDERATE.

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.7%	B: 32.6%	C: 50.4%	D: 9.9%	E: 1.4%	
f = 8	f = 46	f = 71	f = 14	f = 2	Missing = 0

Item 68 = OFFICERS ARE CONTROLLED.

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 2.1%	B: 17.7%	C: 56.7%	D: 19.9%	E: 3.5%	
f = 7	f = 25	f = 80	f = 28	f = 5	Missing = 0

Item 69 = OFFICERS ARE CONVINCING

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 3.5%	B: 21.3%	C: 53.2%	D: 19.1%	E: 2.8%	
f = 5	f = 30	f = 75	f = 27	f = 4	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 70 = OFFICERS ARE COOL UNDER STRESS.

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 7.8%	B: 37.6%	C: 41.1%	D: 9.2%	E: 4.3%	
f = 11	f = 53	f = 58	f = 13	f = 6	Missing = 0

Item 71 = OFFICERS ARE COUNSELORS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 11.4%	B: 31.4%	C: 38.6%	D: 17.1%	E: 1.4%	
f = 16	f = 44	f = 54	f = 24	f = 2	Missing = 1

Item 72 = OFFICERS ARE COURAGEOUS

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.8%	B: 28.8%	C: 45.3%	D: 17.3%	E: 2.9%	
f = 8	f = 40	f = 63	f = 24	f = 4	Missing = 2

Item 73 = OFFICERS ARE CREATIVE

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 2.9%	B: 21.6%	C: 53.2%	D: 22.3%	E:	
f = 4	f = 30	f = 74	f = 31	f = 0	Missing = 2

Item 74 = OFFICERS ARE DECISIVE

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.9%	B: 15.7%	C: 43.6%	D: 35.7%	E: 2.1%	
f = 4	f = 22	f = 61	f = 50	f = 3	Missing = 1

percent in tens:1....2....3....4....5....6....7....8....9....10

Item 75 = OFFICERS ARE DOERS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 9.0%	B: 31.4%	C: 41.4%	D: 16.4%	E: 1.4%	
f = 15	f = 44	f = 58	f = 23	f = 2	Missing = 1

Item 76 = OFFICERS ARE ENDURABLE

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.9%	B: 21.4%	C: 57.9%	D: 15.7%	E: 2.1%	
f = 4	f = 30	f = 81	f = 22	f = 3	Missing = 1

Item 77 = OFFICERS ARE ETHICAL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 4.3%	B: 22.9%	C: 37.9%	D: 26.4%	E: 8.6%	
f = 6	f = 32	f = 53	f = 37	f = 12	Missing = 1

Item 78 = OFFICERS ARE EVALUATORS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 1.4%	B: 17.9%	C: 50.7%	D: 22.9%	E: 7.1%	
f = 2	f = 25	f = 71	f = 32	f = 10	Missing = 1

Item 79 = OFFICERS ARE FLEXIBLE

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 10.8%	B: 36.0%	C: 35.3%	D: 16.5%	E: 1.4%	
f = 15	f = 50	f = 49	f = 23	f = 2	Missing = 2

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 80 = OFFICERS ARE FOLLOWERS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 11.4% B: 28.6% C: 35.0% D: 19.3% E: 5.7%
 f = 16 f = 40 f = 49 f = 27 f = 8 Missing = 1

Item 81 = OFFICERS ARE HONEST

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 2.8% B: 16.3% C: 40.4% D: 31.9% E: 8.5%
 f = 4 f = 23 f = 57 f = 45 f = 12 Missing = 0

Item 82 = OFFICERS ARE HUMBLE

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 24.8% B: 32.6% C: 29.8% D: 10.6% E: 2.1%
 f = 35 f = 46 f = 42 f = 15 f = 3 Missing = 0

Item 83 = OFFICERS ARE INCONSISTENT

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 5.0% B: 28.4% C: 36.2% D: 23.4% E: 7.1%
 f = 7 f = 40 f = 51 f = 33 f = 10 Missing = 0

Item 84 = OFFICERS ARE INSPIRING

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 7.8% B: 31.2% C: 46.1% D: 14.2% E: 0.7%
 f = 11 f = 44 f = 65 f = 20 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 85 = OFFICERS ARE JUDGES

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 7.5%	B: 19.9%	C: 44.0%	D: 23.4%	E: 9.2%	
f = 5	f = 28	f = 62	f = 33	f = 13	Missing = 0

Item 86 = OFFICERS ARE JUST

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.8%	B: 22.0%	C: 53.9%	D: 18.4%	E: 2.8%	
f = 4	f = 31	f = 76	f = 26	f = 4	Missing = 0

Item 87 = OFFICERS ARE LEADERS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.8%	B: 14.2%	C: 56.7%	D: 24.8%	E: 1.4%	
f = 4	f = 20	f = 80	f = 35	f = 2	Missing = 0

Item 88 = OFFICERS ARE LEARNERS

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 6.4%	B: 30.5%	C: 45.4%	D: 16.3%	E: 1.4%	
f = 9	f = 43	f = 64	f = 23	f = 2	Missing = 0

Item 89 = OFFICERS ARE LISTENERS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 12.1%	B: 46.1%	C: 29.8%	D: 9.2%	E: 2.8%	
f = 17	f = 65	f = 42	f = 13	f = 4	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 90 = OFFICERS ARE LOYAL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 4.3%	B: 21.0%	C: 43.5%	D: 27.5%	E: 3.6%	
f = 6	f = 29	f = 60	f = 38	f = 5	Missing = 3

Item 91 = OFFICERS ARE LOGICAL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 3.5%	B: 18.4%	C: 61.0%	D: 16.3%	E: 0.7%	
f = 5	f = 26	f = 86	f = 23	f = 1	Missing = 0

Item 92 = OFFICERS ARE MANAGERS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 2.1%	B: 18.4%	C: 43.3%	D: 31.9%	E: 4.3%	
f = 3	f = 26	f = 61	f = 45	f = 6	Missing = 0

Item 93 = OFFICERS ARE MENTORS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT...

A: 13.6%	B: 35.0%	C: 44.3%	D: 7.1%	E:	
f = 19	f = 49	f = 62	f = 10	f = 0	Missing = 1

Item 94 = OFFICERS ARE MOTIVATORS

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.7%	B: 31.9%	C: 47.5%	D: 13.5%	E: 1.4%	
f = 8	f = 45	f = 67	f = 19	f = 2	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 95 = OFFICERS ARE PLANNERS

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 3.8% B: 14.2% C: 32.6% D: 42.6% E: 7.1%
 f = 5 f = 20 f = 46 f = 60 f = 10 Missing = 0

Item 96 = OFFICERS ARE POPULAR

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 7.1% B: 27.7% C: 50.4% D: 14.2% E: 0.7%
 f = 10 f = 39 f = 71 f = 20 f = 1 Missing = 0

Item 97 = OFFICERS ARE REFRESHING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT...

A: 17.9% B: 40.7% C: 33.6% D: 7.9% E:
 f = 25 f = 57 f = 47 f = 11 f = 0 Missing = 1

Item 98 = OFFICERS ARE RESERVED

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 8.5% B: 26.2% C: 44.7% D: 19.1% E: 1.4%
 f = 12 f = 37 f = 63 f = 27 f = 2 Missing = 0

Item 99 = OFFICERS ARE RESOURCEFUL

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 1.4% B: 23.4% C: 53.2% D: 21.3% E: 0.7%
 f = 2 f = 33 f = 75 f = 30 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 100 = OFFICERS ARE RESPECTFUL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 3.5%	B: 29.8%	C: 49.6%	D: 16.3%	E: 0.7%	
f = 5	f = 42	f = 70	f = 23	f = 1	Missing = 0

Item 101 = OFFICERS ARE SENSITIVE

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... *

A: 7.1%	B: 42.9%	C: 40.0%	D: 8.6%	E: 1.4%	
f = 10	f = 60	f = 56	f = 12	f = 2	Missing = 1

Item 102 = OFFICERS ARE SELF-DISCIPLINED.

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.0%	B: 17.1%	C: 47.9%	D: 28.6%	E: 1.4%	
f = 7	f = 24	f = 67	f = 40	f = 2	Missing = 1

Item 103 = OFFICERS ARE SELF-MOTIVATED

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.1%	B: 17.7%	C: 48.2%	D: 29.1%	E: 2.8%	
f = 3	f = 25	f = 68	f = 41	f = 4	Missing = 0

Item 104 = OFFICERS ARE SELF-SACRIFICING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 11.4%	B: 32.9%	C: 38.6%	D: 14.3%	E: 2.9%	
f = 16	f = 46	f = 54	f = 20	f = 4	Missing = 1

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 105 = OFFICERS ARE SELF-STARTING

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.0%	B: 20.0%	C: 40.7%	D: 31.4%	E: 2.9%	
f = 7	f = 28	f = 57	f = 44	f = 4	Missing = 1

Item 106 = OFFICERS ARE SELF-TRAINED.

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 9.2%	B: 33.3%	C: 41.8%	D: 14.2%	E: 1.4%	
f = 12	f = 47	f = 59	f = 20	f = 2	Missing = 0

Item 107 = OFFICERS HAVE A SENSE OF HUMOR

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 7.1%	B: 27.7%	C: 48.9%	D: 14.2%	E: 2.1%	
f = 10	f = 39	f = 69	f = 20	f = 3	Missing = 0

Item 108 = OFFICERS ARE STRONG WILLED

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 2.1%	B: 15.6%	C: 32.6%	D: 38.3%	E: 11.3%	
f = 3	f = 22	f = 46	f = 54	f = 16	Missing = 0

Item 109 = OFFICERS ARE STUBBORN

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.4%	B: 13.7%	C: 20.9%	D: 45.3%	E: 18.7%	
f = 2	f = 19	f = 29	f = 63	f = 26	Missing = 2

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 110 = OFFICERS ARE SUPERVISORS

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 5.0%	B: 15.7%	C: 51.4%	D: 22.9%	E: 5.0%	
f = 7	f = 22	f = 72	f = 32	f = 7	Missing = 1

Item 111 = OFFICERS ARE TACTFUL.

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 9.3%	B: 31.4%	C: 45.7%	D: 12.9%	E: 0.7%	
f = 13	f = 44	f = 64	f = 18	f = 1	Missing = 1

Item 112 = OFFICERS ARE TALKERS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 0.7%	B: 8.6%	C: 35.7%	D: 37.9%	E: 17.1%	
f = 1	f = 12	f = 50	f = 53	f = 24	Missing = 1

Item 113 = OFFICERS ARE TEACHERS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 7.1%	B: 25.0%	C: 54.3%	D: 12.9%	E: 0.7%	
f = 10	f = 35	f = 76	f = 18	f = 1	Missing = 1

Item 114 = OFFICERS ARE THINKERS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 2.1%	B: 11.3%	C: 46.8%	D: 34.8%	E: 5.0%	
f = 3	f = 16	f = 66	f = 49	f = 7	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 115 = OFFICERS ARE THOROUGH

A = LITTLE/NO EXTENT.... *

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 1.9%	B: 16.5%	C: 52.5%	D: 25.2%	E: 2.9%	
f = 4	f = 23	f = 73	f = 35	f = 4	Missing = 2

Item 116 = OFFICERS ARE THOUGHTFUL

A = LITTLE/NO EXTENT.... ***

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT...

A: 6.4%	B: 32.6%	C: 48.2%	D: 12.1%	E: 0.7%	
f = 9	f = 46	f = 68	f = 17	f = 1	Missing = 0

Item 117 = OFFICERS ARE TOLERANT

A = LITTLE/NO EXTENT.... *****

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT...

A: 11.7%	B: 40.4%	C: 40.4%	D: 7.8%	E:	
f = 16	f = 57	f = 57	f = 11	f = 0	Missing = 0

Item 118 = OFFICERS ARE TRAINERS

A = LITTLE/NO EXTENT.... *****

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT...

A: 12.1%	B: 36.2%	C: 39.7%	D: 11.3%	E: 0.7%	
f = 17	f = 51	f = 56	f = 16	f = 1	Missing = 0

Item 119 = OFFICERS ARE TRUSTFUL

A = LITTLE/NO EXTENT.... **

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... **

A: 4.3%	B: 31.9%	C: 41.1%	D: 18.4%	E: 4.3%	
f = 6	f = 45	f = 58	f = 26	f = 6	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 120 = OFFICERS ARE TRUSTING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 12.8%	B: 26.2%	C: 44.0%	D: 14.2%	E: 2.8%	
f = 18	f = 37	f = 62	f = 20	f = 4	Missing = 0

Item 121 = OFFICERS ARE UNCONCERNED

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 12.9%	B: 29.3%	C: 40.0%	D: 15.0%	E: 2.9%	
f = 18	f = 41	f = 56	f = 21	f = 4	Missing = 1

Item 122 = OFFICERS ARE UNDERSTANDING

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.1%	B: 37.0%	C: 47.1%	D: 10.1%	E: 0.7%	
f = 7	f = 51	f = 65	f = 14	f = 1	Missing = 3

Item 123 = OFFICERS ARE WILLFUL

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 1.4%	B: 12.9%	C: 63.3%	D: 18.7%	E: 3.6%	
f = 2	f = 18	f = 88	f = 26	f = 5	Missing = 2

Item 124 = OFFICERS ARE WISE

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.9%	B: 26.6%	C: 47.5%	D: 21.6%	E: 1.4%	
f = 4	f = 37	f = 66	f = 30	f = 2	Missing = 2

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 125 = OFFICERS WITHDRAW

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... *

A: 9.4%	B: 37.0%	C: 43.5%	D: 8.7%	E: 1.4%	
f = 13	f = 51	f = 60	f = 12	f = 2	Missing = 3

Item 126 = OFFICERS ARE WORKAHOLICS

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 6.4%	B: 16.4%	C: 25.7%	D: 30.0%	E: 21.4%	
f = 9	f = 23	f = 36	f = 42	f = 30	Missing = 1

Item 127 = OFFICERS ARE WORRIERS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 0.0%	B: 13.3%	C: 20.7%	D: 27.4%	E: 35.6%	
f = 4	f = 18	f = 28	f = 37	f = 48	Missing = 6

COMBAT ARMS HISTOGRAM TOTALS

Histogram

Total Respondents: 141

OFFICERSHIP QUES

Subgroup Respondents: 12

Subgroup Selection:

IN = 1 = A

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 1 = WHAT IS YOUR CAREER FIELD?

A = COMBAT ARMS..... ++++++

B = COMBAT SUPPORT.....

C = COMBAT SVC SUPPORT..

D = OTHER.....

E =

A: 100% B: C: D: E: Missing = 0

f = 59 f = 0 f = 0 f = 0 f = 0

Item 2 = WHAT IS YOUR PAY GRADE?

A = E-1.....

B = E-2(P)..... ****

C = E-3..... *****

D = E-4(P)..... ***

E = E-5..... *****

A: B: 8.6% C: 69.0% D: 5.2% E: 17.2% Missing = 0

f = 0 f = 5 f = 40 f = 3 f = 10

Item 3 = WHAT IS YOUR RACIAL BACKGROUND?

A = WHITE..... *****

B = BLACK..... *****

C = SPANISH/HISPANIC.... ***

D = ASIAN OR PACIF ISLE.

E = OTHER..... ***

A: 65.5% B: 22.4% C: 6.9% D: E: 5.2% Missing = 0

f = 28 f = 13 f = 4 f = 0 f = 3

Item 4 = WHAT IS YOUR SEX?

A = MALE..... ++++++

B = FEMALE..... *

C =

D =

E =

A: 98.3% B: 1.7% C: D: E: Missing = 0

f = 57 f = 1 f = 0 f = 0 f = 0

Percent in total:1.....2.....3.....4.....5.....6.....7.....8.....9.....1

Item 5 = OFFICERS PROMOTE TEAMWORK AS LOYAL TEAM PLAYERS.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 11.4% B: 20.7% C: 38.6% D: 13.8% E: 3.4%
 f = 3 f = 12 f = 24 f = 8 f = 2 Missing = 0

Item 6 = OFF ARE INTERESTED IN MAKING THE NO OF SOLD ATTENDING PLS S.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.0% B: 10.8% C: 32.8% D: 36.2% E: 12.1%
 f = 1 f = 8 f = 19 f = 21 f = 7 Missing = 0

Item 7 = CO GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 10.8% B: 20.7% C: 31.0% D: 27.6% E: 6.9%
 f = 6 f = 12 f = 18 f = 16 f = 4 Missing = 0

Item 8 = FLD GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 13.2% B: 27.6% C: 32.8% D: 19.0% E: 3.4%
 f = 10 f = 16 f = 19 f = 11 f = 2 Missing = 0

Item 9 = OFF PREFER TO HAVE ENLIS DISCIPL PROBS HANDLED AT NCO LEVEL.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 8.6% B: 29.0% C: 37.9% D: 19.0% E: 5.2%
 f = 5 f = 17 f = 22 f = 11 f = 3 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....

Item 10 = OFF DO NOT TRUST NCO S. DON'T GIVE OFFER TO EXER PRO TALENT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 11.1% B: 24.1% C: 24.5% D: 24.1% E: 9.2%
 f = f = 14 f = 20 f = 14 f = 7 Missing = 1

Item 11 = OFF CONCERNED ABOUT PERS AMBITIONS, FAIL TO DEVEL ORGANIZ.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 9.8% B: 21.1% C: 23.3% D: 29.9% E: 7.0%
 f = 5 f = 12 f = 19 f = 17 f = 4 Missing = 1

Item 12 = OFF SO EGOTIS THEY BECOME PART OF PROB RATHER THAN PART SOLU

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 11.8% B: 25.9% C: 32.8% D: 22.4% E: 5.2%
 f = 8 f = 15 f = 19 f = 13 f = 3 Missing = 1

Item 13 = OFFICERS ARE LOYAL TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT.....
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 3.4% B: C: 37.9% D: 39.7% E: 19.0%
 f = 2 f = 0 f = 22 f = 23 f = 11 Missing = 0

Item 14 = OFFICERS TALK DOWN TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 19.0% B: 22.4% C: 27.6% D: 25.9% E: 5.2%
 f = 11 f = 12 f = 16 f = 15 f = 3 Missing = 1

Percent 17 items: 1 2 3 4 5 6 7 8 9 10

Item 16 = OFF CONSIDER SOLDIER FAM NEEDS WHEN EXTEN DUTY DAYS REQUIRED

A = VERY GREAT EXTENT... *

B = GREAT EXTENT..... ***

C = MODERATE EXTENT..... *****

D = SOME SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 1.1% B: 5.7% C: 16.9% D: 28.1% E: 14.1%
 f = 1 f = 3 f = 21 f = 16 f = 16 Missing = 1

Item 15 = OFFICERS PROMOTE A PROPER ETHICAL CLIMATE.

A = VERY GREAT EXTENT... ***

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... **

A: 8.2% B: 27.6% C: 50.0% D: 13.8% E: 3.4%
 f = 7 f = 16 f = 29 f = 8 f = 2 Missing = 0

Item 17 = OFFICERS ARE WORTHY ROLE MODELS FOR JUNIOR NCO S.

A = VERY GREAT EXTENT... **

B = GREAT EXTENT..... ***

C = MODERATE EXTENT..... *****

D = SOME SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 3.4% B: 5.2% C: 39.7% D: 29.3% E: 22.4%
 f = 2 f = 3 f = 23 f = 17 f = 13 Missing = 0

Item 18 = OFF PROMOTE AMONG SR NCO'S A SENSE OF BELONGING AND TRUST.

A = VERY GREAT EXTENT... **

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 3.4% B: 12.1% C: 44.8% D: 25.9% E: 13.8%
 f = 2 f = 7 f = 26 f = 15 f = 8 Missing = 0

Item 19 = WHEN THERE IS A CRISIS, OFF WITHDRAW & BLAME SOMEONE ELSE.

A = VERY GREAT EXTENT... *****

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... **

A: 11.8% B: 25.9% C: 34.5% D: 22.4% E: 3.4%
 f = 8 f = 15 f = 20 f = 13 f = 2 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 20 = OFFICERS ALLOW NCO'S LITTLE FREEDOM TO DEVIATE.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 5.0%	B: 27.5%	C: 44.8%	D: 17.2%	E: 5.0%	
f = 1	f = 16	f = 26	f = 10	f = 3	Missing = 0

Item 21 = OFF ARE FLEX AND SHIFT IN STYLE & EMPHASIS TO SUIT SITUATION

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 1.7%	B: 13.8%	C: 41.4%	D: 41.4%	E: 1.7%	
f = 1	f = 8	f = 24	f = 24	f = 1	Missing = 0

Item 22 = OFFICERS RESPECT THE JUDGEMENT OF SENIOR NCO'S.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. ****
 E = LITTLE/NO EXTENT.... ***

A:	B: 29.3%	C: 55.2%	D: 8.6%	E: 6.9%	
f = 0	f = 17	f = 32	f = 5	f = 4	Missing = 0

Item 23 = THERE IS NOTICEABLE TEAM PLAY & SHAR RESPONDS WHEN OFF IN CHG

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 1.7%	B: 10.3%	C: 41.4%	D: 29.3%	E: 17.2%	
f = 1	f = 6	f = 24	f = 17	f = 10	Missing = 0

Item 24 = OFFICERS INSPIRE TRUST AND CONFIDENCE IN ENLISTED SOLDIERS.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A:	B: 10.3%	C: 46.6%	D: 32.8%	E: 10.3%	
f = 0	f = 6	f = 27	f = 19	f = 6	Missing =

Percent in terms:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 18 = OFFICERS SELDOM ADMIT MISTAKES.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... *

A: 11.1% B: 29.7% C: 35.9% D: 29.3% E: 1.7%
 f = 4 f = 17 f = 13 f = 17 f = 1 Missing = 0

Item 19 = OFF DON'T ALLOW NCO MAKE INDEF DECIS W/REPORTIN STATS TO H/E

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... ***

A: 10.2% B: 22.9% C: 22.4% D: 15.5% E: 6.9%
 f = 1 f = 22 f = 13 f = 9 f = 4 Missing = 0

Item 20 = OFF MAKE DECIS W/LITTLE/NO REGRD TO PERS NEEDS OR FEEL OF ENL

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... ***

A: 12.1% B: 17.2% C: 44.8% D: 20.7% E: 5.2%
 f = 7 f = 10 f = 26 f = 12 f = 3 Missing = 0

Item 21 = OFFICERS MOTIVATE SUBORDINATES TO PERFORM TO THEIR MAX LEVEL

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... ****

A: 1.4% B: 13.8% C: 39.7% D: 34.5% E: 8.6%
 f = 1 f = 8 f = 23 f = 20 f = 5 Missing = 0

Item 22 = OFF TEND TO COVER INCIDENTS WHICH MIGHT MAKE THEM LOOK BAD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... **

A: 14.8% B: 29.3% C: 22.4% D: 10.3% E: 3.4%
 f = 20 f = 17 f = 13 f = 6 f = 2 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....

Item 20 = OFF RECOG GOOD WORK AND REWARD IT TO MOTIVATE FURTHER IMPROV

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 1.5% B: 24.6% C: 52.6% D: 17.5% E: 1.9%
 f = 1 f = 14 f = 30 f = 10 f = 1 Missing = 1

Item 21 = OFFICERS SET THE EXAMPLE FOR PERSONAL FITNESS.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 8.6% B: 27.6% C: 44.8% D: 10.3% E: 8.6%
 f = 5 f = 16 f = 26 f = 6 f = 5 Missing = 0

Item 22 = OFF TAKE CREDIT FOR ACCOMPLISHMENTS THAT BELONG TO SUBORDS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 19.0% B: 24.1% C: 37.9% D: 15.5% E: 3.4%
 f = 11 f = 14 f = 22 f = 9 f = 2 Missing = 0

Item 23 = OFF ARE INTOLERANT OF SUBORDINATES' MISTAKES & FAILURES.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 10.3% B: 31.0% C: 34.5% D: 24.1% E:
 f = 6 f = 18 f = 20 f = 14 f = 0 Missing = 1

Item 24 = OFF CARE MORE ABOUT STAYING AHEAD OF PEERS THAN THE ENLI

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 19.0% B: 27.6% C: 32.8% D: 15.5% E: 5.2%
 f = 11 f = 16 f = 19 f = 9 f = 3 Missing = 1

Percent responses:1....2....3....4....5....6....7....8....9....10

Item 13 = OFF DEMAND COMP LOYALTY OF THEIR SOL BOT TION 1 RETURN 11.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... ***

A: 10.0% B: 41.4% C: 23.4% D: 19.0% E: 5.2%
 f = 10 f = 34 f = 10 f = 11 f = 3 Missing = 0

Item 14 = OFF ARE DECISIVE IN MEETING DEMANDS OF SITUATION.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT....

A: 1.0% B: 26.3% C: 52.6% D: 19.3% E:
 f = 1 f = 15 f = 30 f = 11 f = 0 Missing = 1

Item 15 = OFF DON T RELY ON EXPERTISE OF NCO S DURING FIELD TRAINING.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... ****

A: 5.9% B: 27.6% C: 29.3% D: 27.6% E: 8.6%
 f = 4 f = 16 f = 17 f = 16 f = 5 Missing = 0

Item 16 = AN OFF INTEREST IN SOL WELFARE IF MAIN FAC IN WINNING CONFD

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... ****

A: 10.0% B: 31.0% C: 24.1% D: 20.7% E: 8.6%
 f = 9 f = 18 f = 14 f = 12 f = 5 Missing = 0

Item 17 = OFF ARE EAGER TO HELP SOL W/PROB RELATED TO PERSONAL WELFARE

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... ****

A: 3.4% B: 12.1% C: 53.4% D: 22.4% E: 8.6%
 f = 3 f = 7 f = 31 f = 13 f = 5 Missing = 0

Percent in test:1....2....3....4....5....6....7....8....9....

Item 40 = OFF KEEP SOL INFORMED OF POLICIES & PRAC THAT AFFECT THEM.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 5.9% B: 20.7% C: 43.1% D: 24.1% E: 5.2%
 f = 4 f = 12 f = 25 f = 14 f = 7 Missing = 0

Item 41 = OFFICERS SELDOM BELITTLE NCO S IN PRESENCE OF ENLIS SOLDIERS

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 6.6% B: 24.1% C: 36.2% D: 22.4% E: 8.6%
 f = 5 f = 14 f = 21 f = 13 f = 5 Missing = 0

Item 42 = OFFICERS SET THE EXAMPLE FOR MILITARY APPEARANCE.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 6.6% B: 10.3% C: 37.9% D: 32.8% E: 10.3%
 f = 5 f = 6 f = 22 f = 19 f = 6 Missing = 0

Item 43 = OFF ACCEPT ANY MISS FROM HOS REGARD OF ABILITY TO PERFORM IT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 25.9% B: 41.4% C: 20.7% D: 10.3% E: 1.7%
 f = 15 f = 24 f = 12 f = 6 f = 1 Missing = 0

Item 44 = OFFICERS LIKE NCO S TO HAVE A TAKE-CHARGE ATTITUDE.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 19.0% B: 37.9% C: 29.3% D: 12.1% E: 1.7%
 f = 11 f = 22 f = 17 f = 7 f = 1 Missing = 0

Re sent in tens:1....2....3....4....5....6....7....8....9....10

Item 47 = OFFICERS USUALLY WANT TO CHAIR JR ENLISTED PROMD BOARD.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ***
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... *****

A: 1.1% B: 5.9% C: 11.1% D: 22.4% E: 59.6%
 f = 1 f = 4 f = 6 f = 12 f = 34 Missing = 0

Item 48 = OFF CAN BE COUNTED ON TO STAND UP TO SUPER ON BEHALF OF SUB

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ***
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... *****

A: 1.1% B: 5.0% C: 43.1% D: 34.5% E: 15.5%
 f = 1 f = 3 f = 25 f = 20 f = 9 Missing = 0

Item 49 = OFF BELIEVE ID OF DUAL SOL FOR PROMD IS THEIR RESPONSIBILITY

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... *****

A: 4.4% B: 20.7% C: 27.6% D: 32.8% E: 12.1%
 f = 4 f = 12 f = 16 f = 19 f = 7 Missing = 0

Item 49 = OFF SEEK RECOMMEN OF NCO SUPR CHAIN CONCERN WELFARE OF ENLIS

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT....

A: 8.4% B: 20.7% C: 55.2% D: 15.5% E:
 f = 5 f = 12 f = 32 f = 9 f = 0 Missing = 0

Item 49 = OFFICERS ACCEPT SUGGESTIONS FROM NCO'S CONCERN USMJ ACTIONS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE NO EXTENT.... *

A: 15.5% B: 12.8% C: 39.7% D: 10.3% E: 1.7%
 f = 9 f = 12 f = 23 f = 6 f = 1 Missing = 0

Percent in tens: ...1....2....3....4....5....6....7....8....9....10

Item 50 = OFF DON'T ALLOW NCO TO GOES OR ENLIS SOL DURING COMJ PROCEL

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 1.4%	B: 8.6%	C: 29.3%	D: 36.2%	E: 22.4%	
f = 2	f = 5	f = 17	f = 21	f = 13	Missing = 0

Item 51 = OFF SEEK THE RECOMM OF NCO CONCERNING ENLISTED PROMOTIONS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. ****
 E = LITTLE/NO EXTENT....

A: 17.2%	B: 39.7%	C: 34.5%	D: 8.6%	E:	
f = 10	f = 23	f = 20	f = 5	f = 0	Missing = 0

Item 52 = OFF SEEK THE INTERPRE OF NCO REGARD ARMY RULES & REGULATIONS

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 6.9%	B: 25.9%	C: 37.9%	D: 22.4%	E: 6.9%	
f = 4	f = 15	f = 22	f = 13	f = 4	Missing = 0

Item 53 = OFF MAKE EFFORT TO IMPROVE THE LIVES OF SOLDIERS & FAMILIES.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.2%	B: 17.2%	C: 41.4%	D: 24.1%	E: 12.1%	
f = 3	f = 10	f = 24	f = 14	f = 7	Missing = 0

Item 54 = OFF DON'T TAKE PERS INTEREST TO ENS NCO HOUS NEEDS ARE SATIS

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 8.6%	B: 13.8%	C: 34.5%	D: 24.1%	E: 19.0%	
f = 5	f = 8	f = 20	f = 14	f = 11	Missing = 0

Percent in tens:1....2....7....4....5....8....7....3....1....7

Item 58 = OFF SUPT NCO PRO DEVEL PROG TO STRENGTHEN & ENHANCE NCO LEAD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT.... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 14.3% B: 24.1% C: 24.5% D: 12.8% E: 17.0%
 f = 4 f = 14 f = 20 f = 8 f = 10 Missing = 0

Item 59 = OFF ENSURE GOOD FOOD & MESS FACIL ARE AVAIL TO ENLISTED SML.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT.... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 5.1% B: 19.0% C: 44.8% D: 25.9% E: 5.2%
 f = 1 f = 11 f = 25 f = 15 f = 3 Missing = 0

Item 60 = OFF FAIRLY TAKE AWAY AUTHORITY THAT REALLY BELONGS TO SUBORDS.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT.... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 6.9% B: 19.0% C: 37.9% D: 29.3% E: 6.9%
 f = 4 f = 11 f = 22 f = 17 f = 4 Missing = 0

Item 61 = OFF FEEL GARTING IS NCO BUS, ONLY PARTIC WHEN ENHAN OFF VISE

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT.... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 2.7% B: 27.6% C: 29.3% D: 19.0% E: 3.4%
 f = 1 f = 16 f = 17 f = 11 f = 2 Missing = 0

Item 62 = OFFICERS ARE ASSERTIVE.

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT.... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: B: 10.1% C: 46.6% D: 27.6% E: 15.5%
 f = 1 f = 5 f = 27 f = 16 f = 9 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 60 = OFFICERS ARE AUTHORITARIAN

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 7.7% B: 15.8% C: 24.6% D: 24.6% E: 29.9%
 f = 1 f = 9 f = 14 f = 14 f = 17 Missing = 1

Item 61 = OFFICERS ARE COMMITTED.

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.7% B: 15.5% C: 50.0% D: 20.7% E: 12.1%
 f = 1 f = 9 f = 29 f = 12 f = 7 Missing = 0

Item 62 = OFFICERS ARE COMMUNICATORS.

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 1.7% B: 19.0% C: 55.2% D: 22.4% E: 1.7%
 f = 1 f = 11 f = 32 f = 13 f = 1 Missing = 0

Item 63 = OFFICERS ARE COMPASSIONATE.

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... *

A: 5.0% B: 29.3% C: 55.2% D: 8.6% E: 1.7%
 f = 3 f = 17 f = 32 f = 5 f = 1 Missing = 1

Item 64 = OFFICERS ARE COMPETENT

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 1.7% B: 27.6% C: 36.2% D: 29.3% E: 5.2%
 f = 1 f = 16 f = 21 f = 17 f = 3 Missing = 1

Percent in terms: 1...2...3...4...5...6...7...8...9...

Item 54 = OFFICERS ARE COMPETITIVE

A = LITTLE NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.7% B: 17.2% C: 50.0% D: 24.2% E: 25.9%
 f = 1 f = 10 f = 32 f = 21 f = 15

Missing = 0

Item 55 = OFFICERS ARE CONFIDENT.

A = LITTLE NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 1.7% B: 17.2% C: 50.0% D: 25.8% E: 5.2%
 f = 1 f = 10 f = 29 f = 15 f = 3

Missing = 0

Item 56 = OFFICERS ARE CONSIDERATE.

A = LITTLE NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 1.7% B: 25.9% C: 55.2% D: 12.1% E: 1.7%
 f = 1 f = 15 f = 32 f = 7 f = 1

Missing = 0

Item 58 = OFFICERS ARE CONTROLLED.

A = LITTLE NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 1.7% B: 17.2% C: 55.2% D: 20.7% E: 5.2%
 f = 1 f = 10 f = 32 f = 12 f = 3

Missing = 0

Item 63 = OFFICERS ARE CONVINCING

A = LITTLE NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.2% B: 19.0% C: 50.0% D: 24.1% E: 1.7%
 f = 3 f = 11 f = 29 f = 14 f = 1

Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 70 = OFFICERS ARE COOL UNDER STRESS.

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 8.6% B: 31.8% C: 46.6% D: 10.3% E: 1.7%
 f = 5 f = 17 f = 27 f = 5 f = 1 Missing = 0

Item 71 = OFFICERS ARE COUNSELORS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 8.6% B: 31.0% C: 43.1% D: 17.2% E:
 f = 5 f = 18 f = 25 f = 10 f = 0 Missing = 0

Item 72 = OFFICERS ARE COURAGEOUS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 3.0% B: 29.8% C: 42.1% D: 19.3% E: 1.8%
 f = 4 f = 17 f = 24 f = 11 f = 1 Missing = 1

Item 73 = OFFICERS ARE CREATIVE

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 1.7% B: 22.4% C: 58.6% D: 17.2% E:
 f = 1 f = 13 f = 34 f = 10 f = 0 Missing = 0

Item 74 = OFFICERS ARE DECISIVE

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: B: 17.2% C: 41.4% D: 37.9% E: 3.4%
 f = 0 f = 10 f = 24 f = 22 f = 2 Missing = 0

Percent in tent:1....2....3....4....5....6....7....8....9....10

Item 14 = OFFICERS ARE DOERS

A = LITTLE NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 1.7% B: 29.3% C: 18.2% D: 22.4% E: 1.7% Missing = 0
 f = 1 f = 21 f = 13 f = 1

Item 15 = OFFICERS ARE ENDURABLE

A = LITTLE NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 1.4% B: 20.7% C: 50.0% D: 20.7% E: 5.2% Missing = 0
 f = 2 f = 12 f = 29 f = 12 f = 3

Item 17 = OFFICERS ARE ETHICAL

A = LITTLE NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 5.1% B: 19.3% C: 37.9% D: 22.4% E: 15.5% Missing = 0
 f = 7 f = 11 f = 22 f = 13 f = 9

Item 18 = OFFICERS ARE EVALUATORS

A = LITTLE NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.7% B: 13.8% C: 58.6% D: 15.5% E: 10.3% Missing = 0
 f = 1 f = 8 f = 34 f = 9 f = 6

Item 19 = OFFICERS ARE FLEXIBLE

A = LITTLE NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 12.3% B: 37.3% C: 35.1% D: 17.5% E: 1.8% Missing = 1
 f = 7 f = 19 f = 20 f = 10 f = 1

Percent in tens:1....2....3....4....5....5....7....8....9....10

Item 80 = OFFICERS ARE FOLLOWERS

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 12.1% B: 31.0% C: 37.9% D: 13.8% E: 5.2%
 f = 7 f = 18 f = 22 f = 8 f = 3 Missing = 0

Item 81 = OFFICERS ARE HONEST

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: B: 15.5% C: 43.1% D: 27.6% E: 13.8%
 f = 0 f = 9 f = 25 f = 16 f = 8 Missing = 0

Item 82 = OFFICERS ARE HUMBLE

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... *****

A: 25.9% B: 24.1% C: 41.4% D: 8.6% E:
 f = 15 f = 14 f = 24 f = 5 f = 0 Missing = 0

Item 83 = OFFICERS ARE INCONSISTENT

A = LITTLE/NO EXTENT.... ****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 8.6% B: 32.8% C: 34.5% D: 17.2% E: 6.9%
 f = 5 f = 19 f = 20 f = 10 f = 4 Missing = 0

Item 84 = OFFICERS ARE INSPIRING

A = LITTLE/NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 5.1% B: 31.0% C: 46.6% D: 17.2% E:
 f = 3 f = 18 f = 27 f = 10 f = 0 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 85 = OFFICERS ARE JUDGES

A = LITTLE NO EXTENT.... *

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... ****

A: 1.7% B: 22.4% C: 44.8% D: 22.4% E: 9.6%

f = 1 f = 11 f = 26 f = 13 f = 6

Missing = 0

Item 86 = OFFICERS ARE JUST

A = LITTLE NO EXTENT.... *

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... ***

A: B: 19.0% C: 55.2% D: 20.7% E: 5.2%

f = f = 11 f = 32 f = 12 f = 3

Missing = 0

Item 87 = OFFICERS ARE LEADERS

A = LITTLE NO EXTENT.... *

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 1.7% B: 12.1% C: 53.4% D: 31.0% E: 1.7%

f = 1 f = 7 f = 31 f = 18 f = 1

Missing = 0

Item 88 = OFFICERS ARE LEARNERS

A = LITTLE NO EXTENT.... ****

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT... .. *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... **

A: 3.6% B: 29.3% C: 39.7% D: 19.0% E: 3.4%

f = 5 f = 17 f = 23 f = 11 f = 2

Missing = 0

Item 89 = OFFICERS ARE LISTENERS

A = LITTLE NO EXTENT.... *****

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... **

A: 13.8% B: 41.4% C: 31.0% D: 10.3% E: 3.4%

f = 6 f = 24 f = 18 f = 6 f = 2

Missing = 0

Percent in tens: 1...2...3...4...5...6...7...8...9...

Item 90 = OFFICERS ARE LOYAL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 1.1% B: 19.6% C: 32.9% D: 33.9% E: 8.9%
 f = 2 f = 11 f = 19 f = 19 f = 5 Missing = 0

Item 91 = OFFICERS ARE LOGICAL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 3.4% B: 17.2% C: 56.9% D: 20.7% E: 1.7%
 f = 2 f = 10 f = 33 f = 12 f = 1 Missing = 0

Item 92 = OFFICERS ARE MANAGERS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 1.7% B: 15.5% C: 48.3% D: 34.5% E:
 f = 1 f = 9 f = 28 f = 20 f = 0 Missing = 0

Item 93 = OFFICERS ARE MENTORS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 12.3% B: 26.3% C: 50.9% D: 10.5% E:
 f = 7 f = 15 f = 29 f = 6 f = 0 Missing = 1

Item 94 = OFFICERS ARE MOTIVATORS

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 5.2% B: 24.1% C: 53.4% D: 17.2% E:
 f = 3 f = 14 f = 31 f = 10 f = 0 Missing = 0

Percent of Items: 1...1...2...7...4...5...6...7...0...0...1

Item 85 = OFFICERS ARE PLANNERS

A = LITTLE/NO EXTENT.... *

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... ***

A: 1.7% B: 13.1% C: 31.0% D: 48.7% E: 6.9%

f = 1 f = 15 f = 26 f = 4

Missing = 0

Item 86 = OFFICERS ARE POPULAR

A = LITTLE/NO EXTENT.... ***

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 6.4% B: 29.7% C: 46.6% D: 15.5% E: 1.7%

f = 4 f = 17 f = 27 f = 9 f = 1

Missing = 0

Item 87 = OFFICERS ARE REFRESHING

A = LITTLE/NO EXTENT.... *****

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 24.1% B: 20.7% C: 41.4% D: 13.8% E:

f = 14 f = 12 f = 24 f = 8 f = 0

Missing = 0

Item 88 = OFFICERS ARE RESERVED

A = LITTLE/NO EXTENT.... ****

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 8.6% B: 31.0% C: 43.1% D: 15.5% E: 1.7%

f = 5 f = 18 f = 25 f = 9 f = 1

Missing = 0

Item 89 = OFFICERS ARE RESOURCEFUL

A = LITTLE/NO EXTENT.... *

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 1.7% B: 25.9% C: 51.7% D: 19.0% E: 1.7%

f = 1 f = 15 f = 30 f = 11 f = 1

Missing = 0

Percent in tens: ...,1....2....3....4....5....6....7....8....9....10

Item 100 = OFFICERS ARE RESPECTFUL

A = LITTLE/NO EXTENT.... *

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 1.7%	B: 29.3%	C: 43.1%	D: 24.1%	E: 1.7%	
f = 1	f = 17	f = 25	f = 14	f = 1	Missing = 0

Item 101 = OFFICERS ARE SENSITIVE

A = LITTLE/NO EXTENT.... *****

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 10.5%	B: 36.8%	C: 42.1%	D: 8.8%	E: 1.8%	
f = 5	f = 21	f = 24	f = 5	f = 1	Missing = 1

Item 102 = OFFICERS ARE SELF-DISCIPLINED.

A = LITTLE/NO EXTENT.... ***

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 5.3%	B: 21.1%	C: 38.6%	D: 33.3%	E: 1.8%	
f = 3	f = 12	f = 22	f = 19	f = 1	Missing = 1

Item 103 = OFFICERS ARE SELF-MOTIVATED

A = LITTLE/NO EXTENT.... **

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... **

A: 3.4%	B: 13.8%	C: 43.1%	D: 36.2%	E: 3.4%	
f = 2	f = 8	f = 25	f = 21	f = 2	Missing = 0

Item 104 = OFFICERS ARE SELF-SACRIFICING

A = LITTLE/NO EXTENT.... *****

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... **

A: 10.5%	B: 35.1%	C: 29.8%	D: 21.1%	E: 3.5%	
f = 5	f = 20	f = 17	f = 12	f = 2	Missing = 1

Percent responses:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 107 = OFFICERS ARE SELF-STARTING

A = LITTLE/NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 1.1% B: 17.5% C: 36.8% D: 40.4% E: Missing = 1
 f = 1 f = 10 f = 21 f = 20 f = 0

Item 108 = OFFICERS ARE SELF-TRAINED.

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 10.9% B: 25.9% C: 44.8% D: 13.8% E: 1.7% Missing = 0
 f = 5 f = 15 f = 26 f = 8 f = 1

Item 109 = OFFICERS HAVE A SENSE OF HUMOR

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 10.0% B: 29.3% C: 43.1% D: 15.5% E: 1.7% Missing = 0
 f = 5 f = 17 f = 25 f = 9 f = 1

Item 108 = OFFICERS ARE STRONG WILLED

A = LITTLE/NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.7% B: 19.0% C: 32.8% D: 36.2% E: 10.3% Missing = 0
 f = 1 f = 11 f = 19 f = 21 f = 6

Item 109 = OFFICERS ARE STUBBORN

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: B: 19.0% C: 17.5% D: 42.1% E: 21.1% Missing = 1
 f = 0 f = 11 f = 10 f = 24 f = 12

Percent in tens:1....2....3....4....5....6....7....8....9....1

Item 11 = OFFICERS ARE SUPERVISORS

A = LITTLE/NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 5.1% B: 11.8% C: 55.2% D: 19.0% E: 6.9%
 f = 1 f = 5 f = 32 f = 11 f = 4

Missing = 0

Item 12 = OFFICERS ARE TACTFUL

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ***
 E = VERY GREAT EXTENT...

A: 12.1% B: 32.8% C: 46.3% D: 6.9% E:
 f = 7 f = 19 f = 28 f = 4 f = 0

Missing = 0

Item 13 = OFFICERS ARE TALKERS

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: B: 10.5% C: 36.8% D: 36.8% E: 15.8%
 f = 0 f = 6 f = 21 f = 21 f = 9

Missing = 1

Item 14 = OFFICERS ARE TEACHERS

A = LITTLE/NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 6.9% B: 27.6% C: 50.0% D: 15.5% E:
 f = 4 f = 16 f = 29 f = 9 f = 0

Missing = 0

Item 15 = OFFICERS ARE THINKERS

A = LITTLE/NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 1.7% B: 15.5% C: 43.1% D: 37.9% E: 1.7%
 f = 1 f = 9 f = 25 f = 22 f = 1

Missing = 0

Percent in bins:1....2....3....4....5....6....7....8....9....

Item 115 = OFFICERS ARE THOROUGH

A = LITTLE NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 7.1% B: 11.8% C: 49.1% D: 26.1% E: 1.8%
 f = 1 f = 10 f = 13 f = 15 f = 1 Missing = 1

Item 116 = OFFICERS ARE THOUGHTFUL

A = LITTLE NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.8% B: 32.8% C: 41.4% D: 17.2% E: 1.7%
 f = 1 f = 19 f = 24 f = 10 f = 1 Missing = 0

Item 117 = OFFICERS ARE TOLERANT

A = LITTLE NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... *

A: 12.1% B: 44.8% C: 34.5% D: 8.6% E:
 f = 7 f = 25 f = 20 f = 5 f = 0 Missing = 0

Item 118 = OFFICERS ARE TRAINERS

A = LITTLE NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 12.1% B: 34.5% C: 39.7% D: 12.1% E: 1.7%
 f = 7 f = 20 f = 23 f = 7 f = 1 Missing = 0

Item 119 = OFFICERS ARE TRUSTFUL

A = LITTLE NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 3.4% B: 31.9% C: 34.5% D: 24.1% E: 6.9%
 f = 1 f = 18 f = 20 f = 14 f = 4 Missing = 0

Percent answers:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 110 = OFFICERS ARE TRUSTING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 15.8% B: 24.1% C: 39.7% D: 17.0% E: 3.4%
 f = 9 f = 14 f = 23 f = 10 f = 2

Missing = 0

Item 111 = OFFICERS ARE UNCONCERNED

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 15.8% B: 39.8% C: 35.1% D: 14.0% E: 5.3%
 f = 9 f = 17 f = 20 f = 8 f = 3

Missing = 1

Item 112 = OFFICERS ARE UNDERSTANDING

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 5.8% B: 40.0% C: 41.8% D: 10.9% E: 1.8%
 f = 3 f = 22 f = 23 f = 6 f = 1

Missing = 0

Item 113 = OFFICERS ARE WILLFUL

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 1.8% B: 19.6% C: 51.8% D: 21.4% E: 5.4%
 f = 1 f = 11 f = 29 f = 12 f = 3

Missing = 0

Item 114 = OFFICERS ARE WISE

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 7.8% B: 15.0% C: 44.6% D: 23.2% E: 3.6%
 f = 4 f = 14 f = 25 f = 13 f = 2

Missing = 0

Percent in bins:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 105 = OFFICERS WITHDRAW

A = LITTLE NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 4.1% B: 41.8% C: 20.9% D: 14.5% E: 18.6%
 f = 2 f = 2 f = 17 f = 8 f = 7 Missing = 1

Item 106 = OFFICERS ARE WORKAHOLICS

A = LITTLE NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 6.4% B: 19.0% C: 26.0% D: 22.8% E: 22.8%
 f = 5 f = 11 f = 15 f = 13 f = 13 Missing = 1

Item 107 = OFFICERS ARE WORRIERS

A = LITTLE NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.8% B: 16.4% C: 25.5% D: 21.8% E: 34.5%
 f = f = 9 f = 14 f = 12 f = 19 Missing = 1

COMBAT SUPPORT HISTOGRAM TOTALS

Histogram

Total Respondents: 141

OFFICERSHIP QUES

Subgroup Respondents: 141

Subgroup Selection:

Include: = B

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 1 = WHAT IS YOUR CAREER FIELD?

A = COMBAT ARMS.....

B = COMBAT SUPPORT.....

C = COMBAT SVC SUPPORT..

D = OTHER.....

E =

A:	B: 100%	C:	D:	E:	
f = 0	f = 26	f = 0	f = 0	f = 0	Missing = 0

Item 2 = WHAT IS YOUR PAY GRADE?

A = E-7.....

B = E-7(P).....

C = E-8.....

D = E-8(P).....

E = E-9.....

A: 7.1%	B:	C: 69.2%	D: 11.5%	E: 11.5%	
f = 2	f = 0	f = 18	f = 3	f = 3	Missing = 0

Item 3 = WHAT IS YOUR RACIAL BACKGROUND?

A = WHITE.....

B = BLACK.....

C = SPANISH/HISPANIC....

D = ASIAN OR PACIF ISLE.

E = OTHER.....

A: 69.2%	B: 23.1%	C: 3.8%	D:	E: 3.8%	
f = 18	f = 6	f = 1	f = 0	f = 1	Missing = 0

Item 4 = WHAT IS YOUR SEX?

A = MALE.....

B = FEMALE.....

C =

D =

E =

A: 100%	B:	C:	D:	E:	
f = 26	f = 0	f = 0	f = 0	f = 0	Missing = 0

Percent in tiers:1.....2.....3.....4.....5.....6.....7.....8.....9.....1

Item 1 = OFFICERS PROMOTE TEAMWORK AS LOYAL TEAM PLAYERS.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 1.0% B: 30.8% C: 51.8% D: 11.5% E:
 f = 1 f = 8 f = 14 f = 3 f = 0 Missing = 0

Item 2 = OFF ARE INTERESTED IN MAKING THE NO OF SOLD ATTENDING ENLIS.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 19.2% C: 34.6% D: 30.8% E: 15.4%
 f = f = 5 f = 9 f = 8 f = 4 Missing = 0

Item 3 = CO GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 7.7% B: 34.6% C: 42.3% D: 15.4% E:
 f = 1 f = 9 f = 11 f = 4 f = 0 Missing = 0

Item 4 = PLD GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 3.8% B: 23.1% C: 34.6% D: 26.9% E: 11.5%
 f = 1 f = 6 f = 9 f = 7 f = 3 Missing = 0

Item 5 = OFF PREFER TO HAVE ENLIS DISCIPL PROBS HANDLED AT NCO LEVEL.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 3.8% B: 42.3% C: 34.6% D: 15.4% E: 3.8%
 f = 1 f = 11 f = 9 f = 4 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 10 = OFF DO NOT TRUST NCO'S & DON'T GIVE OPPOR TO EXER PRO TALENT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 19.1%	B: 19.2%	C: 34.6%	D: 23.1%	E: 3.9%	
f = 4	f = 5	f = 9	f = 6	f = 1	Missing = 0

Item 11 = OFF CONCERNED ABOUT PERS AMBITIONS, FAIL TO DEVEL ORGANIC.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 3.8%	B: 26.9%	C: 34.6%	D: 30.8%	E: 3.8%	
f = 1	f = 7	f = 9	f = 8	f = 1	Missing = 0

Item 12 = OFF SO EGOTIS THEY BECOME PART OF PROB RATHER THAN PART SOLU

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 11.5%	B: 30.8%	C: 30.8%	D: 15.4%	E: 11.5%	
f = 3	f = 8	f = 8	f = 4	f = 3	Missing = 0

Item 13 = OFFICERS ARE LOYAL TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A:	B: 11.5%	C: 42.3%	D: 38.5%	E: 7.7%	
f = 0	f = 3	f = 11	f = 10	f = 2	Missing = 0

Item 14 = OFFICERS TALK DOWN TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. **
 E = LITTLE/NO EXTENT.... *****

A: 15.4%	B: 34.6%	C: 34.6%	D: 3.8%	E: 11.5%	
f = 4	f = 9	f = 9	f = 1	f = 3	Missing = 0

Percent in each:1....2....3....4....5....6....7....8....9....10

Item 15 = OFF CONSIDER SOLDIER FAM NEEDS WHEN EXTEN DUTY DAYS REQUIRED

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A:	B: 16.0%	C: 15.0%	D: 44.0%	E: 24.0%	
f =	f = 4	f = 4	f = 11	f = 6	Missing = 1

Item 16 = OFFICERS PROMOTE A PROPER ETHICAL CLIMATE.

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT....

A:	B: 50.0%	C: 38.5%	D: 11.5%	E:	
f =	f = 12	f = 10	f = 3	f = 0	Missing = 0

Item 17 = OFFICERS ARE WORTHY ROLE MODELS FOR JUNIOR NCO'S.

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... ****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A:	B: 7.7%	C: 38.5%	D: 38.5%	E: 15.4%	
f = 0	f = 2	f = 10	f = 10	f = 4	Missing = 0

Item 18 = OFF PROMOTE AMONG SR NCO'S A SENSE OF BELONGING AND TRUST.

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A:	B: 11.5%	C: 53.8%	D: 23.1%	E: 11.5%	
f = 0	f = 3	f = 14	f = 6	f = 3	Missing = 0

Item 19 = WHEN THERE IS A CRISIS, OFF WITHDRAW & BLAME SOMEONE ELSE.

A = VERY GREAT EXTENT... *****

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. ****

E = LITTLE/NO EXTENT.... *****

A: 23.1%	B: 11.5%	C: 42.3%	D: 7.7%	E: 15.4%	
f = 6	f = 3	f = 11	f = 2	f = 4	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....1

Item 20 = OFFICERS ALLOW NCO'S LITTLE FREEDOM TO DEVIATE.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 3.8%	B: 38.5%	C: 38.5%	D: 11.5%	E: 7.7%	
f = 1	f = 10	f = 10	f = 3	f = 2	Missing = 0

Item 21 = OFF ARE FLEX AND SHIFT IN STYLE & EMPHASIS TO SUIT SITUATION

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A:	B: 19.2%	C: 34.6%	D: 42.3%	E: 3.8%	
f = 0	f = 5	f = 9	f = 11	f = 1	Missing = 0

Item 22 = OFFICERS RESPECT THE JUDGEMENT OF SENIOR NCO'S.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A:	B: 42.3%	C: 42.3%	D: 15.4%	E:	
f = 0	f = 11	f = 11	f = 4	f = 0	Missing = 0

Item 23 = THERE IS NOTICEABLE TEAM PLAY & SHAR RESPNS WHEN OFF IN CHG

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A:	B: 7.7%	C: 53.8%	D: 30.8%	E: 7.7%	
f = 0	f = 2	f = 14	f = 8	f = 2	Missing = 0

Item 24 = OFFICERS INSPIRE TRUST AND CONFIDENCE IN ENLISTED SOLDIERS.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A:	B: 7.7%	C: 57.7%	D: 30.8%	E: 3.8%	
f = 0	f = 2	f = 15	f = 8	f = 1	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 15 = OFFICERS SELDOM ADMIT MISTAKES.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 19.2% B: 34.6% C: 15.4% D: 23.1% E: 7.7%
 f = 5 f = 9 f = 4 f = 5 f = 2 Missing = 0

Item 16 = OFF DON'T ALLOW NCO MAKE INDEF DECIS W/REPORTIN STATS TL HQS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 26.9% B: 26.9% C: 26.9% D: 15.4% E: 3.8%
 f = 7 f = 7 f = 7 f = 4 f = 1 Missing = 0

Item 17 = OFF MAKE DECI W/LITTLE/NO REGRD TO PERS NEEDS OR FEEL OF ENL

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 7.7% B: 42.3% C: 23.1% D: 19.2% E: 7.7%
 f = 2 f = 11 f = 6 f = 5 f = 2 Missing = 0

Item 18 = OFFICERS MOTIVATE SUBORDINATES TO PERFORM TO THEIR MAX LEVEL

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 11.5% C: 50.0% D: 23.1% E: 15.4%
 f = 0 f = 3 f = 13 f = 6 f = 4 Missing = 0

Item 19 = OFF TEND TO COVER INCIDENTS WHICH MIGHT MAKE THEM LOOK BAD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 19.2% B: 30.8% C: 26.9% D: 15.4% E: 7.7%
 f = 5 f = 8 f = 7 f = 4 f = 2 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 30 = OFF RECOG GOOD WORK AND REWARD IT TO MOTIVATE FURTHER IMPROV

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... **

A: B: 30.8% C: 42.3% D: 23.1% E: 3.9%

f = 0

f = 8

f = 11

f = 6

f = 1

Missing = 0

Item 31 = OFFICERS SET THE EXAMPLE FOR PERSONAL FITNESS.

A = VERY GREAT EXTENT... **

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... **

A: 1.8% B: 30.8% C: 38.5% D: 23.1% E: 3.8%

f = 1

f = 8

f = 10

f = 6

f = 1

Missing = 0

Item 32 = OFF TAKE CREDIT FOR ACCOMPLISHMENTS THAT BELONG TO SUBORDS.

A = VERY GREAT EXTENT... *****

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 23.1% B: 26.9% C: 26.9% D: 11.5% E: 11.5%

f = 5

f = 7

f = 7

f = 3

f = 3

Missing = 0

Item 33 = OFF ARE INTOLERANT OF SUBORDINATES' MISTAKES & FAILURES.

A = VERY GREAT EXTENT... **

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. **

E = LITTLE/NO EXTENT.... ****

A: 3.8% B: 46.2% C: 38.5% D: 3.8% E: 7.7%

f = 1

f = 12

f = 10

f = 1

f = 2

Missing = 0

Item 34 = OFF CARE MORE ABOUT STAYING AHEAD OF PEERS THAN THE ENLIS

A = VERY GREAT EXTENT... ****

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... ****

A: 7.7% B: 38.5% C: 34.6% D: 11.5% E: 7.7%

f = 2

f = 10

f = 9

f = 3

f = 2

Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 15 = OFF DEMAND COMP LOYALTY OF THEIR SOL BUT DON T RETURN IT.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 1.1% B: 50.0% C: 26.9% D: 11.5% E: 3.8%
 f = 1 f = 13 f = 7 f = 3 f = 1 Missing = 0

Item 16 = IN CRISIS, OFF ARE DECISIVE IN MEETING DEMANDS OF SITUATION.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. ****
 E = LITTLE/NO EXTENT.... **

A: 11.5% B: 19.2% C: 57.7% D: 7.7% E: 3.8%
 f = 1 f = 5 f = 15 f = 2 f = 1 Missing = 0

Item 17 = OFF DON T RELY ON EXPERTISE OF NCO'S DURING FIELD TRAINING.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 29.0% C: 40.0% D: 20.0% E: 12.0%
 f = 0 f = 7 f = 10 f = 5 f = 3 Missing = 1

Item 18 = AN OFF INTEREST IN SOL WELFARE IF MAIN FAC IN WINNING CONFD

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 15.4% B: 38.5% C: 30.8% D: 15.4% E:
 f = 4 f = 10 f = 8 f = 4 f = 0 Missing = 0

Item 19 = OFF ARE EASER TO HELP SOL W/PROB RELATED TO PERSONAL WELFARE

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 7.7% B: 7.7% C: 57.7% D: 26.9% E:
 f = 2 f = 2 f = 15 f = 7 f = 0 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 40 = OFF KEEP SOL INFORMED OF POLICIES & PRAC THAT AFFECT THEM.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 1.8% B: 26.9% C: 34.6% D: 26.9% E: 7.7%
 f = 1 f = 7 f = 9 f = 7 f = 2 Missing = 1

Item 41 = OFFICERS SELDOM BELITTLE NCO'S IN PRESENCE OF ENLIS SOLDIERS

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 7.7% B: 30.8% C: 26.9% D: 23.1% E: 11.5%
 f = 2 f = 8 f = 7 f = 6 f = 3 Missing = 0

Item 42 = OFFICERS SET THE EXAMPLE FOR MILITARY APPEARANCE.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 7.7% B: 11.5% C: 46.2% D: 19.2% E: 15.4%
 f = 2 f = 3 f = 12 f = 5 f = 4 Missing = 0

Item 43 = OFF ACCEPT ANY MISS FROM HQS REGARD OF ABILITY TO PERFORM IT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. ****
 E = LITTLE/NO EXTENT.... **

A: 23.1% B: 38.5% C: 26.9% D: 7.7% E: 3.8%
 f = 6 f = 10 f = 7 f = 2 f = 1 Missing = 0

Item 44 = OFFICERS LIKE NCO'S TO HAVE A TAKE-CHARGE ATTITUDE.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 38.5% B: 19.2% C: 30.8% D: 11.5% E:
 f = 10 f = 5 f = 8 f = 3 f = 0 Missing = 0

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 45 = OFFICERS USUALLY WANT TO CHAIR JR ENLISTED PROMO BOARDS.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 4.0% B: 20.0% C: 16.0% D: 16.0% E: 44.0%
 f = 1 f = 5 f = 4 f = 4 f = 11 Missing = 1

Item 46 = OFF CAN BE COUNTED ON TO STAND UP TO SUPER ON BEHALF OF SUB

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 0.8% B: 7.7% C: 42.3% D: 23.1% E: 23.1%
 f = 1 f = 2 f = 11 f = 6 f = 6 Missing = 0

Item 47 = OFF BELIEVE ID OF QUAL SOL FOR PROMO IS THEIR RESPONSIBILITY

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 0.8% B: 26.9% C: 26.9% D: 26.9% E: 15.4%
 f = 1 f = 7 f = 7 f = 7 f = 4 Missing = 0

Item 48 = OFF SEEK RECOMMEN OF NCO SUPT CHAIN CONCERN WELFARE OF ENLIS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. ****
 E = LITTLE/NO EXTENT.... **

A: 11.5% B: 23.1% C: 53.8% D: 7.7% E: 3.8%
 f = 3 f = 6 f = 14 f = 2 f = 1 Missing = 0

Item 49 = OFFICERS ACCEPT SUGGESTIONS FROM NCO'S CONCERN UCMJ ACTIONS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. ****
 E = LITTLE/NO EXTENT....

A: 15.4% B: 18.5% C: 38.5% D: 7.7% E: Missing = 0
 f = 4 f = 10 f = 10 f = 2 f = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 50 = OFF DON'T ALLOW NCO TO QUES UP ENLIS SOL DURING COMI PROCEED

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 1.7% B: 23.1% C: 34.6% D: 23.1% E: 11.5%
 f = 1 f = 6 f = 9 f = 6 f = 7 Missing = 0

Item 51 = OFF SEEK THE RECOMM OF NCO CONCERNING ENLISTED PROMOTIONS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 11.5% B: 30.8% C: 38.5% D: 19.2% E: 1.0%
 f = 2 f = 9 f = 10 f = 5 f = 0 Missing = 0

Item 52 = OFF SEEK THE INTERPRE OF NCO REGARD ARMY RULES & REGULATIONS

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.7% B: 11.5% C: 30.8% D: 30.8% E: 19.2%
 f = 2 f = 3 f = 8 f = 8 f = 5 Missing = 0

Item 53 = OFF MAKE EFFORT TO IMPROVE THE LIVES OF SOLDIERS & FAMILIES

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 5.8% B: 11.5% C: 53.8% D: 23.1% E: 7.7%
 f = 1 f = 3 f = 14 f = 6 f = 2 Missing = 0

Item 54 = OFF DON'T TAKE PERS INTEREST TO ENS NCO HOUS NEEDS ARE SATIS

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 7.7% B: 38.5% C: 26.9% D: 15.4% E: 11.5%
 f = 1 f = 10 f = 7 f = 4 f = 3 Missing = 0

extent of pers:1....2....3....4....5....6....7....8....9....

Item 14 = OFF AGREE NOO PRO LEVEL ASK TO STRENGTHEN & ENHANCE M.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 10.0% B: 15.4% C: 42.7% D: 16.9% E: 7.7%
 f = 1 f = 4 f = 11 f = 7 f = 2 Missing = 0

Item 15 = OFF BELIEVE GOOD FOOD & MESS FACIL ARE AVAIL TO ENLISTED M.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 0.0% B: 7.7% C: 61.5% D: 26.9% E: 3.8%
 f = 0 f = 2 f = 15 f = 7 f = 1 Missing = 0

Item 16 = OFF RARELY TAKE AWAY AUTHORITY THAT REALLY BELONGS TO SUBORDS.

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 7.6% B: 19.2% C: 50.0% D: 23.1% E: 3.8%
 f = 1 f = 5 f = 10 f = 6 f = 1 Missing = 0

Item 17 = OFF FEEL BARING IS NOO BUS. ONLY PARTIC WHEN ENHAN OFF VISI

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 14.6% B: 30.8% C: 11.5% D: 19.2% E: 3.8%
 f = 4 f = 8 f = 3 f = 5 f = 1 Missing = 0

Item 18 = OFFICERS ARE ASSERTIVE.

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 0.0% B: 15.4% C: 34.6% D: 42.7% E: 7.7%
 f = 0 f = 4 f = 9 f = 11 f = 2 Missing = 0

Percent in terms: 1...2...3...4...5...6...7...8...9...10

Item 60 = OFFICERS ARE AUTHORITARIAN

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.6% B: 15.4% C: 15.4% D: 46.2% E: 19.2%
 f = 1 f = 4 f = 4 f = 10 f = 5

Missing = 0

Item 61 = OFFICERS ARE COMMITTED.

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: B: 15.4% C: 50.0% D: 26.9% E: 7.7%
 f = 0 f = 4 f = 10 f = 7 f = 2

Missing = 0

Item 62 = OFFICERS ARE COMMUNICATORS.

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 3.8% B: 23.1% C: 57.7% D: 11.5% E: 3.8%
 f = 1 f = 6 f = 15 f = 3 f = 1

Missing = 0

Item 63 = OFFICERS ARE COMPASSIONATE.

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... ****

A: 3.8% B: 46.2% C: 34.6% D: 7.7% E: 7.7%
 f = 1 f = 12 f = 9 f = 2 f = 2

Missing = 0

Item 64 = OFFICERS ARE COMPETENT

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 7.7% B: 7.7% C: 53.8% D: 23.1% E: 7.7%
 f = 2 f = 2 f = 14 f = 6 f = 2

Missing = 0

Percent in cons:1.....2.....3.....4.....5.....5.....7.....8.....9.....10

Item 57 = OFFICERS ARE COMPETITIVE

A = LITTLE/NO EXTENT.... ****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 7.7% B: 11.5% C: 11.5% D: 57.7% E: 11.5%
 f = 3 f = 5 f = 3 f = 15 f = 3 Missing = 0

Item 58 = OFFICERS ARE CONFIDENT.

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: B: 7.7% C: 42.3% D: 42.3% E: 7.7%
 f = 0 f = 2 f = 11 f = 11 f = 2 Missing = 0

Item 59 = OFFICERS ARE CONSIDERATE.

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 11.5% B: 23.1% C: 50.0% D: 11.5% E: 3.8%
 f = 3 f = 6 f = 13 f = 3 f = 1 Missing = 0

Item 60 = OFFICERS ARE CONTROLLED.

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: B: 19.2% C: 57.7% D: 19.2% E: 3.8%
 f = 0 f = 5 f = 15 f = 5 f = 1 Missing = 0

Item 61 = OFFICERS ARE CONVINCING

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: B: 23.1% C: 50.0% D: 23.1% E: 3.8%
 f = 0 f = 6 f = 13 f = 6 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 70 = OFFICERS ARE COOL UNDER STRESS.

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... ****

A: 1.7% B: 30.8% C: 46.2% D: 7.7% E: 1.7%
 f = 2 f = 8 f = 12 f = 2 f = 2 Missing = 1

Item 71 = OFFICERS ARE COUNSELORS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 8.0% B: 32.0% C: 44.0% D: 12.0% E: 4.0%
 f = 2 f = 8 f = 11 f = 3 f = 1 Missing = 1

Item 72 = OFFICERS ARE COURAGEOUS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 8.0% B: 24.0% C: 40.0% D: 24.0% E: 4.0%
 f = 2 f = 6 f = 10 f = 6 f = 1 Missing = 1

Item 73 = OFFICERS ARE CREATIVE

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 4.0% B: 20.0% C: 52.0% D: 24.0% E:
 f = 1 f = 5 f = 13 f = 6 f = 0 Missing = 1

Item 74 = OFFICERS ARE DECISIVE

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 8.0% B: 16.0% C: 32.0% D: 44.0% E:
 f = 2 f = 4 f = 8 f = 11 f = 0 Missing = 1

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 75 = OFFICERS ARE DGCERS

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 12.0% B: 28.0% C: 44.0% D: 16.0% E:
 f = f = 7 f = 11 f = 4 f = 0 Missing = 1

Item 76 = OFFICERS ARE ENDURABLE

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: B: 20.0% C: 60.0% D: 20.0% E:
 f = f = 5 f = 15 f = 5 f = 0 Missing = 1

Item 77 = OFFICERS ARE ETHICAL

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: B: 8.0% C: 56.0% D: 32.0% E: 4.0%
 f = 0 f = 2 f = 14 f = 8 f = 1 Missing = 1

Item 78 = OFFICERS ARE EVALUATORS

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: B: 12.0% C: 44.0% D: 40.0% E: 4.0%
 f = 0 f = 3 f = 11 f = 10 f = 1 Missing = 1

Item 79 = OFFICERS ARE FLEXIBLE

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 4.0% B: 36.0% C: 36.0% D: 20.0% E: 4.0%
 f = 1 f = 9 f = 9 f = 5 f = 1 Missing = 1

Percent in tens:1....2....3....4....5....6....7....8....9....

Item 80 = OFFICERS ARE FOLLOWERS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 9.0% B: 24.0% C: 48.0% D: 12.0% E: 8.0%
 f = 1 f = 6 f = 12 f = 3 f = 2 Missing = 1

Item 81 = OFFICERS ARE HONEST

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 3.8% B: 15.4% C: 38.5% D: 30.8% E: 11.5%
 f = 1 f = 4 f = 10 f = 8 f = 3 Missing = 0

Item 82 = OFFICERS ARE HUMBLE

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 19.2% B: 30.8% C: 23.1% D: 15.4% E: 11.5%
 f = 5 f = 8 f = 6 f = 4 f = 3 Missing = 0

Item 83 = OFFICERS ARE INCONSISTENT

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 7.7% B: 26.9% C: 38.5% D: 19.2% E: 7.7%
 f = 2 f = 7 f = 10 f = 5 f = 2 Missing = 0

Item 84 = OFFICERS ARE INSPIRING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 11.5% B: 19.2% C: 53.8% D: 15.4% E: Missing = 0
 f = 3 f = 5 f = 14 f = 4 f = 0

Percent of tens:1....2....3....4....5....6....7....8....9....10

Item 85 = OFFICERS ARE JUDGES

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 7.1% B: 23.1% C: 34.6% D: 30.8% E: 7.7%
 f = 1 f = 6 f = 9 f = 8 f = 2

Missing = 0

Item 86 = OFFICERS ARE JUST

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 3.9% B: 19.2% C: 46.2% D: 30.8% E:
 f = 1 f = 5 f = 12 f = 8 f = 0

Missing = 0

Item 87 = OFFICERS ARE LEADERS

A = LITTLE/NO EXTENT.... ****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 7.1% B: 11.5% C: 46.2% D: 34.6% E:
 f = 2 f = 3 f = 12 f = 9 f = 0

Missing = 0

Item 88 = OFFICERS ARE LEARNERS

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 3.9% B: 23.1% C: 57.7% D: 15.4% E:
 f = 1 f = 6 f = 15 f = 4 f = 0

Missing = 0

Item 89 = OFFICERS ARE LISTENERS

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 11.5% B: 30.8% C: 42.3% D: 11.5% E: 3.8%
 f = 3 f = 8 f = 11 f = 3 f = 1

Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....1

Item 90 = OFFICERS ARE LOYAL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 3.8% B: 19.2% C: 57.7% D: 19.2% E:
 f = 1 f = 5 f = 15 f = 5 f = 0 Missing = 0

Item 91 = OFFICERS ARE LOGICAL

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: B: 23.1% C: 61.5% D: 15.4% E:
 f = 0 f = 8 f = 16 f = 4 f = 0 Missing = 0

Item 92 = OFFICERS ARE MANAGERS

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 3.8% B: 11.5% C: 42.3% D: 38.5% E: 3.8%
 f = 1 f = 3 f = 11 f = 10 f = 1 Missing = 0

Item 93 = OFFICERS ARE MENTORS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT.....
 E = VERY GREAT EXTENT...

A: 7.7% B: 46.2% C: 46.2% D: E:
 f = 2 f = 12 f = 12 f = 0 f = 0 Missing = 0

Item 94 = OFFICERS ARE MOTIVATORS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 7.7% B: 26.9% C: 46.2% D: 19.2% E:
 f = 2 f = 7 f = 12 f = 5 f = 0 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 95 = OFFICERS ARE PLANNERS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 7.7% B: 19.2% C: 26.9% D: 38.5% E: 7.7%
 f = 1 f = 5 f = 7 f = 10 f = 2 Missing = 0

Item 96 = OFFICERS ARE POPULAR

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 7.9% B: 30.8% C: 53.8% D: 11.5% E:
 f = 1 f = 8 f = 14 f = 3 f = 0 Missing = 0

Item 97 = OFFICERS ARE REFRESHING

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... **
 E = VERY GREAT EXTENT...

A: 7.7% B: 57.7% C: 30.8% D: 3.8% E:
 f = 1 f = 15 f = 8 f = 1 f = 0 Missing = 0

Item 98 = OFFICERS ARE RESERVED

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 3.8% B: 19.2% C: 53.8% D: 23.1% E:
 f = 1 f = 5 f = 14 f = 6 f = 0 Missing = 0

Item 99 = OFFICERS ARE RESOURCEFUL

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: B: 26.9% C: 53.8% D: 19.2% E:
 f = 0 f = 7 f = 14 f = 5 f = 0 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....

Item 100 = OFFICERS ARE RESPECTFUL

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 1.8% B: 26.9% C: 53.8% D: 15.4% E:
 f = 1 f = 7 f = 14 f = 4 f = 0 Missing = 0

Item 101 = OFFICERS ARE SENSITIVE

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT...

A: 3.8% B: 42.3% C: 46.2% D: 7.7% E:
 f = 1 f = 11 f = 12 f = 2 f = 0 Missing = 0

Item 102 = OFFICERS ARE SELF-DISCIPLINED.

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: B: 7.7% C: 65.4% D: 26.9% E:
 f = 0 f = 2 f = 17 f = 7 f = 0 Missing = 0

Item 103 = OFFICERS ARE SELF-MOTIVATED

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: B: 15.4% C: 61.5% D: 19.2% E: 3.8%
 f = 0 f = 4 f = 16 f = 5 f = 1 Missing = 0

Item 104 = OFFICERS ARE SELF-SACRIFICING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT... **

A: 15.4% B: 26.9% C: 46.2% D: 7.7% E: 3.8%
 f = 4 f = 7 f = 12 f = 2 f = 1 Missing = 0

Percent in terms:1....2....3....4....5....6....7....8....9....10

Item 105 = OFFICERS ARE SELF-STARTING

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 3.8% B: 15.4% C: 50.0% D: 23.1% E: 7.7%
 * = 1 * = 4 * = 13 * = 6 * = 2 Missing = 0

Item 106 = OFFICERS ARE SELF-TRAINED.

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 11.5% B: 23.1% C: 46.2% D: 19.2% E: Missing = 0
 * = 3 * = 6 * = 12 * = 5 * = 0

Item 107 = OFFICERS HAVE A SENSE OF HUMOR

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 3.8% B: 23.1% C: 53.8% D: 19.2% E: Missing = 0
 * = 1 * = 6 * = 14 * = 5 * = 0

Item 108 = OFFICERS ARE STRONG WILLED

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 3.8% B: 11.5% C: 34.6% D: 42.3% E: 7.7%
 * = 1 * = 3 * = 9 * = 11 * = 2 Missing = 0

Item 109 = OFFICERS ARE STUBBORN

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: B: 7.7% C: 26.9% D: 53.8% E: 11.5%
 * = 0 * = 2 * = 7 * = 14 * = 3 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....1

Item 110 = OFFICERS ARE SUPERVISORS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 2.7% B: 19.0% C: 57.7% D: 15.4% E:
 f = 2 f = 5 f = 15 f = 4 f = 0 Missing = 0

Item 111 = OFFICERS ARE TACTFUL.

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 4.0% B: 24.0% C: 48.0% D: 24.0% E:
 f = 1 f = 6 f = 12 f = 6 f = 0 Missing = 1

Item 112 = OFFICERS ARE TALKERS

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT..
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: B: C: 38.5% D: 38.5% E: 23.1%
 f = 0 f = 0 f = 10 f = 10 f = 6 Missing = 1

Item 113 = OFFICERS ARE TEACHERS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 11.5% B: 30.8% C: 42.3% D: 15.4% E:
 f = 3 f = 8 f = 11 f = 4 f = 0 Missing = 0

Item 114 = OFFICERS ARE THINKERS

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 3.8% B: 7.7% C: 50.0% D: 26.9% E: 11.5%
 f = 1 f = 2 f = 13 f = 7 f = 3 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....

Item 110 = OFFICERS ARE THOROUGH

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 11.5% C: 65.4% D: 15.4% E: 7.7%
 f = 3 f = 17 f = 4 f = 2 Missing = 0

Item 111 = OFFICERS ARE THOUGHTFUL

A = LITTLE/NO EXTENT.... ****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 7.7% B: 15.4% C: 61.5% D: 15.4% E:
 f = 3 f = 4 f = 16 f = 4 f = 0 Missing = 0

Item 112 = OFFICERS ARE TOLERANT

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: B: 38.5% C: 46.2% D: 15.4% E:
 f = 10 f = 12 f = 4 f = 0 Missing = 0

Item 113 = OFFICERS ARE TRAINERS

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 15.4% B: 30.8% C: 38.5% D: 15.4% E:
 f = 4 f = 8 f = 10 f = 4 f = 0 Missing = 0

Item 114 = OFFICERS ARE TRUSTFUL

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 3.8% B: 26.9% C: 46.2% D: 19.2% E: 3.8%
 f = 1 f = 7 f = 12 f = 5 f = 1 Missing = 0

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 120 = OFFICERS ARE TRUSTING

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 1.1%	B: 19.2%	C: 50.0%	D: 19.2%	E: 3.8%	
f = 2	f = 5	f = 13	f = 5	f = 1	Missing = 0

Item 121 = OFFICERS ARE UNCONCERNED

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 7.7%	B: 26.9%	C: 46.2%	D: 15.4%	E: 3.8%	
f = 2	f = 7	f = 12	f = 4	f = 1	Missing = 0

Item 122 = OFFICERS ARE UNDERSTANDING

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 7.7%	B: 30.8%	C: 46.2%	D: 15.4%	E:	
f = 2	f = 8	f = 12	f = 4	f = 0	Missing = 0

Item 123 = OFFICERS ARE WILLFUL

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A:	B: 7.7%	C: 73.1%	D: 19.2%	E:	
f = 0	f = 2	f = 19	f = 5	f = 0	Missing = 0

Item 124 = OFFICERS ARE WISE

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 1.8%	B: 30.8%	C: 42.3%	D: 23.1%	E:	
f = 1	f = 8	f = 11	f = 6	f = 0	Missing = 0

Percent in tens: 1...2...3...4...5...6...7...8...9...10

Item 115 = OFFICERS WITHDRAW

A = LITTLE NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT...

A: 11.6% B: 39.6% C: 57.7% D: 7.7% E:
 f = 3 f = 6 f = 15 f = 2 f = 0 Missing = 0

Item 116 = OFFICERS ARE WORKAHOLICS

A = LITTLE NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 11.5% B: 15.4% C: 19.2% D: 38.5% E: 15.4%
 f = 3 f = 4 f = 5 f = 10 f = 4 Missing = 0

Item 117 = OFFICERS ARE WORRIERS

A = LITTLE NO EXTENT.... ****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 8.0% B: 16.0% C: 16.0% D: 32.0% E: 28.0%
 f = 2 f = 4 f = 4 f = 8 f = 7 Missing = 1

COMBAT SERVICE SUPPORT HISTOGRAM TOTALS

Histogram

Total Respondents: 141

OFF/LEADERSHIP QUES

Subgroup Respondents: 5

Subgroup Selection:

Incl: 1 = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 1 = WHAT IS YOUR CAREER FIELD?

A = COMBAT ARMS.....

B = COMBAT SUPPORT.....

C = COMBAT SVC SUPPORT..

D = OTHER.....

E =

A:	B:	C: 100%	D:	E:	
f = 0	f = 0	f = 50	f = 0	f = 0	Missing = 0

Item 2 = WHAT IS YOUR PAY GRADE?

A = E-7.....

B = E-7(P)..... **

C = E-8..... *****

D = E-8(P)..... ***

E = E-9..... *****

A:	B: 4.0%	C: 76.0%	D: 6.0%	E: 14.0%	
f = 0	f = 2	f = 38	f = 3	f = 7	Missing = 0

Item 3 = WHAT IS YOUR RACIAL BACKGROUND?

A = WHITE..... *****

B = BLACK..... *****

C = SPANISH/HISPANIC.... *

D = ASIAN OR PACIF ISLE. ***

E = OTHER.....

A: 76.0%	B: 16.0%	C: 2.0%	D: 6.0%	E:	
f = 38	f = 8	f = 1	f = 3	f = 0	Missing = 0

Item 4 = WHAT IS YOUR SEX?

A = MALE..... *****

B = FEMALE..... *****

C =

D =

E =

A: 90.0%	B: 10.0%	C:	D:	E:	
f = 45	f = 5	f = 0	f = 0	f = 0	Missing = 0

Percent answers:1.....2.....3.....4.....5.....6.....7.....8.....9.....10

Item 5 = OFFICERS PROMOTE TEAMWORK AS LOYAL TEAM PLAYERS.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 2.0% B: 18.0% C: 52.0% D: 12.0% E: 6.0%
 f = 1 f = 9 f = 25 f = 11 f = 3 Missing = 0

Item 6 = OFF ARE INTERESTED IN MAXING THE NO OF SOLD ATTENDING PDC SL

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.0% B: 8.0% C: 38.0% D: 32.0% E: 20.0%
 f = 1 f = 4 f = 19 f = 16 f = 10 Missing = 0

Item 7 = CO GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 18.0% B: 36.0% C: 18.0% D: 18.0% E: 10.0%
 f = 9 f = 18 f = 9 f = 9 f = 5 Missing = 0

Item 8 = FLD GRADE OFF ARE TOO BUSY TO BE CONCERNED ABOUT ENLIS SOLD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 18.0% B: 30.0% C: 34.0% D: 16.0% E: 4.0%
 f = 9 f = 15 f = 17 f = 8 f = 2 Missing = 0

Item 9 = OFF PREFER TO HAVE ENLIS DISCIPL PROBS HANDLED AT NCO LEVEL.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 14.0% B: 22.0% C: 38.0% D: 16.0% E: 10.0%
 f = 7 f = 11 f = 19 f = 8 f = 5 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 10 = OFF DO NOT TRUST NCO S & DON'T GIVE OFFQR TO EXER PRO TALENT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 14.0% B: 30.0% C: 20.0% D: 18.0% E: 8.0%
 f = 7 f = 15 f = 10 f = 14 f = 4 Missing = 0

Item 11 = OFF CONCERNED ABOUT PERS AMBITIONS, FAIL TO DEVEL ORGANIZ.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 8.0% B: 34.0% C: 32.0% D: 26.0% E:
 f = 4 f = 17 f = 16 f = 13 f = 0 Missing = 0

Item 12 = OFF SO EGOTIS THEY BECOME PART OF PROB RATHER THAN PART SOLU

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 14.0% B: 36.0% C: 36.0% D: 10.0% E: 4.0%
 f = 7 f = 18 f = 18 f = 5 f = 2 Missing = 0

Item 13 = OFFICERS ARE LOYAL TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... **
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 4.0% C: 22.0% D: 58.0% E: 16.0%
 f = 0 f = 2 f = 11 f = 29 f = 8 Missing = 0

Item 14 = OFFICERS TALK DOWN TO ENLISTED SOLDIERS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 18.0% B: 36.0% C: 18.0% D: 24.0% E: 4.0%
 f = 9 f = 18 f = 9 f = 12 f = 2 Missing = 0

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 15 = OFF CONSIDER SOLDIER FAM NEEDS WHEN EXTEN DUTY DAYS REQUIRED.

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... ****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A:	B: 8.0%	C: 24.0%	D: 42.0%	E: 26.0%	
f =	f = 4	f = 12	f = 21	f = 13	Missing = 0

Item 16 = OFFICERS PROMOTE A PROPER ETHICAL CLIMATE.

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *

A:	B: 22.0%	C: 48.0%	D: 28.0%	E: 2.0%	
f = 0	f = 11	f = 24	f = 14	f = 1	Missing = 0

Item 17 = OFFICERS ARE WORTHY ROLE MODELS FOR JUNIOR NCO'S.

A = VERY GREAT EXTENT... *

B = GREAT EXTENT..... ***

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 2.0%	B: 6.0%	C: 24.0%	D: 42.0%	E: 26.0%	
f = 1	f = 3	f = 12	f = 21	f = 13	Missing = 0

Item 18 = OFF PROMOTE AMONG SR NCO'S A SENSE OF BELONGING AND TRUST.

A = VERY GREAT EXTENT... *

B = GREAT EXTENT..... *

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 2.0%	B: 2.0%	C: 36.0%	D: 40.0%	E: 20.0%	
f = 1	f = 1	f = 18	f = 20	f = 10	Missing = 0

Item 19 = WHEN THERE IS A CRISIS, OFF WITHDRAW & BLAME SOMEONE ELSE.

A = VERY GREAT EXTENT... *****

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT....

A: 14.3%	B: 30.6%	C: 32.7%	D: 22.4%	E:	
f = 7	f = 15	f = 16	f = 11	f = 0	Missing = 1

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 20 = OFFICERS ALLOW NCO'S LITTLE FREEDOM TO DEVIATE.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 6.0% B: 22.0% C: 40.0% D: 28.0% E: 4.0%
 f = 3 f = 11 f = 20 f = 14 f = 2 Missing = 0

Item 21 = OFF ARE FLEX AND SHIFT IN STYLE & EMPHASIS TO SUIT SITUATION.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 2.0% B: 14.0% C: 44.0% D: 36.0% E: 4.0%
 f = 1 f = 7 f = 22 f = 18 f = 2 Missing = 0

Item 22 = OFFICERS RESPECT THE JUDGEMENT OF SENIOR NCO'S.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 20.0% C: 48.0% D: 22.0% E: 10.0%
 f = 0 f = 10 f = 24 f = 11 f = 5 Missing = 0

Item 23 = THERE IS NOTICEABLE TEAM PLAY & SHAR RESPONSE WHEN OFF IN CHG

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ***
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.0% B: 6.0% C: 36.0% D: 44.0% E: 12.0%
 f = 1 f = 3 f = 18 f = 22 f = 6 Missing = 0

Item 24 = OFFICERS INSPIRE TRUST AND CONFIDENCE IN ENLISTED SOLDIERS.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... **
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 4.0% C: 38.0% D: 44.0% E: 14.0%
 f = 0 f = 2 f = 19 f = 22 f = 7 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 25 = OFFICERS SELDOM ADMIT MISTAKES.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 24.0% B: 30.0% C: 26.0% D: 18.0% E: 2.0%
 f = 12 f = 15 f = 13 f = 9 f = 1 Missing = 0

Item 26 = OFF DON'T ALLOW NCO MAKE INDEP DECIS W/REPORTIN STATS TO PCS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. ***
 E = LITTLE/NO EXTENT.... ***

A: 20.0% B: 42.0% C: 26.0% D: 6.0% E: 6.0%
 f = 10 f = 21 f = 13 f = 3 f = 3 Missing = 0

Item 27 = OFF MAKE DECIS W/LITTLE/NO REGRD TO PERS NEEDS OR FEEL OF ENL

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT....

A: 14.0% B: 26.0% C: 44.0% D: 16.0% E:
 f = 7 f = 13 f = 22 f = 8 f = 0 Missing = 0

Item 28 = OFFICERS MOTIVATE SUBORDINATES TO PERFORM TO THEIR MAX LEVEL

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... ***
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 4.0% B: 6.0% C: 28.0% D: 44.0% E: 18.0%
 f = 2 f = 3 f = 14 f = 22 f = 9 Missing = 0

Item 29 = OFF TEND TO COVER INCIDENTS WHICH MIGHT MAKE THEM LOOK BAD.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 28.0% B: 38.0% C: 18.0% D: 12.0% E: 4.0%
 f = 14 f = 19 f = 9 f = 6 f = 2 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 20 = OFF RECOG GOOD WORK AND REWARD IT TO MOTIVATE FURTHER IMPROV

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 2.0%	B: 12.0%	C: 60.0%	D: 22.0%	E: 4.0%	
f = 1	f = 6	f = 30	f = 11	f = 2	Missing = 0

Item 21 = OFFICERS SET THE EXAMPLE FOR PERSONAL FITNESS.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A:	B: 12.0%	C: 36.0%	D: 36.0%	E: 16.0%	
f = 0	f = 6	f = 18	f = 18	f = 9	Missing = 0

Item 22 = OFF TAKE CREDIT FOR ACCOMPLISHMENTS THAT BELONG TO SUBORDS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 18.0%	B: 36.0%	C: 20.0%	D: 16.0%	E: 10.0%	
f = 9	f = 18	f = 10	f = 8	f = 5	Missing = 0

Item 23 = OFF ARE INTOLERANT OF SUBORDINATES' MISTAKES & FAILURES.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ****

A: 2.0%	B: 36.0%	C: 34.0%	D: 20.0%	E: 8.0%	
f = 1	f = 18	f = 17	f = 10	f = 4	Missing = 0

Item 24 = OFF CARE MORE ABOUT STAYING AHEAD OF PEERS THAN THE ENLIS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. ****
 E = LITTLE/NO EXTENT.... **

A: 20.0%	B: 38.0%	C: 28.0%	D: 8.0%	E: 4.0%	
f = 11	f = 19	f = 14	f = 4	f = 2	Missing = 0

Percent in Resp:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 15 = OFF DEMAND COMP LOYALTY OF THEIR SOL BUT DON'T RETURN IT.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 1.1% B: 39.0% C: 30.0% D: 18.0% E: 12.0%
 f = 1 f = 10 f = 15 f = 9 f = 1 Missing = 0

Item 16 = IN CRISIS, OFF ARE DECISIVE IN MEETING DEMANDS OF SITUATION.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *

A: 4.0% B: 26.0% C: 54.0% D: 14.0% E: 2.0%
 f = 2 f = 10 f = 27 f = 7 f = 0 Missing = 0

Item 17 = OFF DON'T RELY ON EXPERTISE OF NCO'S DURING FIELD TRAINING.

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 5.1% B: 24.5% C: 28.6% D: 26.5% E: 14.3%
 f = 3 f = 12 f = 14 f = 13 f = 7 Missing = 1

Item 18 = AN OFF INTEREST IN SOL WELFARE IF MAIN FAC IN WINNING CONFD

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 26.5% B: 16.3% C: 30.6% D: 22.4% E: 4.1%
 f = 10 f = 8 f = 15 f = 11 f = 2 Missing = 1

Item 19 = OFF ARE EAGER TO HELP SOL W/PROB RELATED TO PERSONAL WELFARE

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 1.0% B: 12.0% C: 48.0% D: 26.0% E: 12.0%
 f = 1 f = 6 f = 24 f = 13 f = 6 Missing = 0

Percent of items:1....2....3....4....5....6....7....8....9.....

Item 40 = OFF KEEP SOL INFORMED OF POLICIES & PRAC THAT AFFECT THEM.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.0% B: 3.0% C: 50.0% D: 24.0% E: 18.0%
 f = 1 f = 4 f = 25 f = 12 f = 9 Missing = 0

Item 41 = OFFICERS SELDOM BELITTLE NCO'S IN PRESENCE OF ENLIS SOLDIERS

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 4.0% B: 20.0% C: 36.0% D: 34.0% E: 6.0%
 f = 2 f = 10 f = 18 f = 17 f = 3 Missing = 0

Item 42 = OFFICERS SET THE EXAMPLE FOR MILITARY APPEARANCE.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 18.0% C: 36.0% D: 20.0% E: 26.0%
 f = 0 f = 9 f = 18 f = 10 f = 13 Missing = 0

Item 43 = OFF ACCEPT ANY MISS FROM HQS REGARD OF ABILITY TO PERFORM IT

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. **
 E = LITTLE/NO EXTENT.... **

A: 18.0% B: 44.0% C: 10.0% D: 4.0% E: 4.0%
 f = 19 f = 22 f = 5 f = 2 f = 2 Missing = 0

Item 44 = OFFICERS LIKE NCO'S TO HAVE A TAKE-CHARGE ATTITUDE.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... **

A: 14.0% B: 24.0% C: 36.0% D: 22.0% E: 4.0%
 f = 7 f = 12 f = 18 f = 11 f = 2 Missing = 0

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 45 = OFFICERS USUALLY WANT TO CHAIR IF ENLISTED FROM BOARD.

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... **
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 4.0% C: 10.0% D: 18.0% E: 66.0%
 * = 1 * = 2 f = 5 f = 9 f = 33 Missing = 0

Item 46 = OFF CAN BE COUNTED ON TO STAND UP TO SUPER ON BEHALF OF ENL

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... ****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 9.0% C: 20.0% D: 46.0% E: 26.0%
 * = 1 * = 4 f = 10 f = 22 f = 13 Missing = 0

Item 47 = OFF BELIEVE ID OF DUAL SOL FOR PROMO IS THEIR RESPONSIBILITY

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 6.0% B: 18.0% C: 30.0% D: 30.0% E: 16.0%
 * = 1 * = 9 f = 15 f = 15 f = 8 Missing = 0

Item 48 = OFF SEEN RECOMMEN OF NCO SUPT CHAIN CONCERN WELFARE OF ENLIS

A = VERY GREAT EXTENT... ***
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... ***

A: 6.0% B: 28.0% C: 28.0% D: 32.0% E: 6.0%
 * = 1 f = 14 f = 14 f = 16 f = 3 Missing = 0

Item 49 = OFFICERS ACCEPT SUGGESTIONS FROM NCO'S CONCERN UCMJ ACTIONS.

A = VERY GREAT EXTENT... ****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 6.0% B: 24.0% C: 26.0% D: 22.0% E: 10.0%
 * = 4 f = 12 f = 18 f = 11 f = 5 Missing = 0

Percent in rans:1....2....3....4....5....6....7....8....9....10

Item 50 = OFF DON'T ALLOW NCO TO OUES JR ENLIS SOL DURING COMJ PRICES

A = VERY GREAT EXTENT... **
 B = GREAT EXTENT..... **
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 4.0% B: 4.0% C: 26.0% D: 30.0% E: 26.0%
 f = 2 f = 2 f = 18 f = 15 f = 13 Missing = 0

Item 51 = OFF SEEK THE RECOMM OF NCO CONCERNING ENLISTED PROMOTIONS.

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 10.0% B: 22.0% C: 46.0% D: 14.0% E: 8.0%
 f = 5 f = 11 f = 23 f = 7 f = 4 Missing = 0

Item 52 = OFF SEEK THE INTERPRE OF NCO REGARD ARMY RULES & REGULATIONS

A = VERY GREAT EXTENT... *
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 2.0% B: 20.0% C: 34.0% D: 32.0% E: 12.0%
 f = 1 f = 10 f = 17 f = 16 f = 6 Missing = 0

Item 53 = OFF MAKE EFFORT TO IMPROVE THE LIVES OF SOLDIERS & FAMILIES.

A = VERY GREAT EXTENT...
 B = GREAT EXTENT..... **
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: B: 4.0% C: 46.0% D: 34.0% E: 16.0%
 f = 0 f = 2 f = 23 f = 17 f = 8 Missing = 0

Item 54 = OFF DON'T TAKE PERS INTEREST TO ENS NCO HOUS NEEDS ARE SATIS

A = VERY GREAT EXTENT... *****
 B = GREAT EXTENT..... *****
 C = MODERATE EXTENT..... *****
 D = SOME/SLIGHT EXTENT.. *****
 E = LITTLE/NO EXTENT.... *****

A: 14.0% B: 24.0% C: 26.0% D: 24.0% E: 12.0%
 f = 7 f = 12 f = 13 f = 12 f = 6 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 55 = OFF SUPT NCO PRO DEVEL PROG TO STRENGTHEN & ENHANCE NCO LDR.

A = VERY GREAT EXTENT...

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: B: 24.0% C: 34.0% D: 22.0% E: 20.0%

f = 0 f = 12 f = 17 f = 11 f = 10 Missing = 0

Item 56 = OFF ENSURE GOOD FOOD & MESS FACIL ARE AVAIL TO ENLISTED SOL.

A = VERY GREAT EXTENT... *

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 2.0% B: 18.0% C: 32.0% D: 22.0% E: 26.0%

f = 1 f = 9 f = 16 f = 11 f = 13 Missing = 0

Item 57 = OFF RARELY TAKE AWAY AUTHORITY THAT REALLY BELONGS TO SUBORDS.

A = VERY GREAT EXTENT... *

B = GREAT EXTENT..... ****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. *****

E = LITTLE/NO EXTENT.... *****

A: 2.0% B: 8.0% C: 40.0% D: 32.0% E: 18.0%

f = 1 f = 4 f = 20 f = 16 f = 9 Missing = 0

Item 58 = OFF FEEL GAR TNG IS NCO BUS, ONLY PARTIC WHEN ENHAN OFF VISI

A = VERY GREAT EXTENT... *****

B = GREAT EXTENT..... *****

C = MODERATE EXTENT..... *****

D = SOME/SLIGHT EXTENT.. ****

E = LITTLE/NO EXTENT.... ****

A: 26.0% B: 36.0% C: 22.0% D: 8.0% E: 8.0%

f = 13 f = 18 f = 11 f = 4 f = 4 Missing = 0

Item 59 = OFFICERS ARE ASSERTIVE.

A = LITTLE/NO EXTENT.... **

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *****

A: 4.0% B: 14.0% C: 26.0% D: 46.0% E: 10.0%

f = 2 f = 7 f = 13 f = 23 f = 5 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 60 = OFFICERS ARE AUTHORITARIAN

A = LITTLE/NO EXTENT.... *

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *****

A: 2.0%	B: 12.0%	C: 16.0%	D: 40.0%	E: 30.0%	
f = 1	f = 6	f = 8	f = 20	f = 15	Missing = 0

Item 61 = OFFICERS ARE COMMITTED.

A = LITTLE/NO EXTENT....

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... ***

A:	B: 16.0%	C: 46.0%	D: 32.0%	E: 6.0%	
f = 0	f = 8	f = 23	f = 16	f = 3	Missing = 0

Item 62 = OFFICERS ARE COMMUNICATORS.

A = LITTLE/NO EXTENT.... *

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... ***

A: 2.0%	B: 30.0%	C: 42.0%	D: 20.0%	E: 6.0%	
f = 1	f = 15	f = 21	f = 10	f = 3	Missing = 0

Item 63 = OFFICERS ARE COMPASSIONATE.

A = LITTLE/NO EXTENT.... ****

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... ****

E = VERY GREAT EXTENT...

A: 8.0%	B: 34.0%	C: 50.0%	D: 8.0%	E:	
f = 4	f = 17	f = 25	f = 4	f = 0	Missing = 0

Item 64 = OFFICERS ARE COMPETENT

A = LITTLE/NO EXTENT.... ***

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT...

A: 6.0%	B: 22.0%	C: 46.0%	D: 26.0%	E:	
f = 3	f = 11	f = 23	f = 13	f = 0	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 65 = OFFICERS ARE COMPETITIVE

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. ****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 8.0% B: 8.0% C: 16.0% D: 28.0% E: 40.0%
 f = 4 f = 4 f = 8 f = 14 f = 20 Missing = 0

Item 66 = OFFICERS ARE CONFIDENT.

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: B: 20.0% C: 34.0% D: 42.0% E: 4.0%
 f = 0 f = 10 f = 17 f = 21 f = 2 Missing = 0

Item 67 = OFFICERS ARE CONSIDERATE.

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ****
 E = VERY GREAT EXTENT...

A: 4.0% B: 42.0% C: 46.0% D: 8.0% E:
 f = 2 f = 21 f = 23 f = 4 f = 0 Missing = 0

Item 68 = OFFICERS ARE CONTROLLED.

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 4.0% B: 18.0% C: 56.0% D: 20.0% E: 2.0%
 f = 2 f = 9 f = 28 f = 10 f = 1 Missing = 0

Item 69 = OFFICERS ARE CONVINCING

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 4.0% B: 24.0% C: 54.0% D: 14.0% E: 4.0%
 f = 2 f = 12 f = 27 f = 7 f = 2 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 70 = OFFICERS ARE COOL UNDER STRESS.

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 6.0% B: 44.0% C: 34.0% D: 10.0% E: 6.0%
 f = 3 f = 22 f = 17 f = 5 f = 3 Missing = 0

Item 71 = OFFICERS ARE COUNSELORS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 16.0% B: 30.0% C: 34.0% D: 20.0% E:
 f = 8 f = 15 f = 17 f = 10 f = 0 Missing = 0

Item 72 = OFFICERS ARE COURAGEOUS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 2.0% B: 28.0% C: 52.0% D: 14.0% E: 4.0%
 f = 1 f = 14 f = 26 f = 7 f = 2 Missing = 0

Item 73 = OFFICERS ARE CREATIVE

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 2.0% B: 16.0% C: 49.0% D: 30.6% E:
 f = 1 f = 9 f = 24 f = 15 f = 0 Missing = 1

Item 74 = OFFICERS ARE DECISIVE

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 4.0% B: 14.0% C: 46.0% D: 34.0% E: 2.0%
 f = 2 f = 7 f = 23 f = 17 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 75 = OFFICERS ARE DOERS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 8.0%	B: 32.0%	C: 48.0%	D: 10.0%	E: 2.0%	
f = 4	f = 16	f = 24	f = 5	f = 1	Missing = 0

Item 76 = OFFICERS ARE ENDURABLE

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 4.0%	B: 20.0%	C: 66.0%	D: 10.0%	E:	
f = 2	f = 10	f = 33	f = 5	f = 0	Missing = 0

Item 77 = OFFICERS ARE ETHICAL

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 6.0%	B: 30.0%	C: 32.0%	D: 28.0%	E: 4.0%	
f = 3	f = 15	f = 16	f = 14	f = 2	Missing = 0

Item 78 = OFFICERS ARE EVALUATORS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 2.0%	B: 22.0%	C: 46.0%	D: 24.0%	E: 6.0%	
f = 1	f = 11	f = 23	f = 12	f = 3	Missing = 0

Item 79 = OFFICERS ARE FLEXIBLE

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 10.0%	B: 40.0%	C: 36.0%	D: 14.0%	E:	
f = 5	f = 20	f = 18	f = 7	f = 0	Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 80 = OFFICERS ARE FOLLOWERS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 14.0% B: 30.0% C: 20.0% D: 30.0% E: 6.0%
 f = 7 f = 15 f = 10 f = 15 f = 3 Missing = 0

Item 81 = OFFICERS ARE HONEST

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 6.0% B: 14.0% C: 42.0% D: 36.0% E: 2.0%
 f = 3 f = 7 f = 21 f = 18 f = 1 Missing = 0

Item 82 = OFFICERS ARE HUMBLE

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 24.0% B: 44.0% C: 20.0% D: 12.0% E:
 f = 12 f = 22 f = 10 f = 6 f = 0 Missing = 0

Item 83 = OFFICERS ARE INCONSISTENT

A = LITTLE/NO EXTENT....
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: B: 26.0% C: 34.0% D: 32.0% E: 8.0%
 f = 0 f = 13 f = 17 f = 16 f = 4 Missing = 0

Item 84 = OFFICERS ARE INSPIRING

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 8.0% B: 36.0% C: 44.0% D: 10.0% E: 2.0%
 f = 4 f = 18 f = 22 f = 5 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 85 = OFFICERS ARE JUDGES

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 6.0% B: 14.0% C: 48.0% D: 22.0% E: 10.0%
 f = 2 f = 7 f = 24 f = 11 f = 5 Missing = 0

Item 86 = OFFICERS ARE JUST

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 4.0% B: 26.0% C: 56.0% D: 12.0% E: 2.0%
 f = 2 f = 13 f = 28 f = 6 f = 1 Missing = 0

Item 97 = OFFICERS ARE LEADERS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.0% B: 18.0% C: 64.0% D: 14.0% E: 2.0%
 f = 1 f = 9 f = 32 f = 7 f = 1 Missing = 0

Item 88 = OFFICERS ARE LEARNERS

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 4.0% B: 38.0% C: 44.0% D: 14.0% E: 2.0%
 f = 2 f = 19 f = 22 f = 7 f = 0 Missing = 0

Item 89 = OFFICERS ARE LISTENERS

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ***
 E = VERY GREAT EXTENT... *

A: 8.0% B: 62.0% C: 22.0% D: 6.0% E: 2.0%
 f = 4 f = 31 f = 11 f = 3 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 90 = OFFICERS ARE LOYAL

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 6.1% B: 26.5% C: 40.8% D: 26.5% E: Missing = 1
 f = 3 f = 13 f = 20 f = 13 f = 0

Item 91 = OFFICERS ARE LOGICAL

A = LITTLE/NO EXTENT.... ***
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 6.0% B: 14.0% C: 66.0% D: 14.0% E: Missing = 0
 f = 3 f = 7 f = 33 f = 7 f = 0

Item 92 = OFFICERS ARE MANAGERS

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 2.0% B: 22.0% C: 38.0% D: 28.0% E: 10.0% Missing = 0
 f = 1 f = 11 f = 19 f = 14 f = 5

Item 93 = OFFICERS ARE MENTORS

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ***
 E = VERY GREAT EXTENT...

A: 16.0% B: 35.0% C: 40.0% D: 6.0% E: Missing = 0
 f = 8 f = 19 f = 20 f = 3 f = 0

Item 94 = OFFICERS ARE MOTIVATORS

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... ***
 E = VERY GREAT EXTENT... **

A: 4.0% B: 44.0% C: 42.0% D: 6.0% E: 4.0% Missing = 0
 f = 2 f = 22 f = 21 f = 3 f = 2

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 95 = OFFICERS ARE PLANNERS

A = LITTLE/NO EXTENT.... **
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ****

A: 4.0% B: 12.0% C: 38.0% D: 38.0% E: 8.0%
 f = 2 f = 6 f = 19 f = 19 f = 4 Missing = 0

Item 96 = OFFICERS ARE POPULAR

A = LITTLE/NO EXTENT.... ****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 9.0% B: 22.0% C: 54.0% D: 16.0% E:
 f = 4 f = 11 f = 27 f = 8 f = 0 Missing = 0

Item 97 = OFFICERS ARE REFRESHING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *
 E = VERY GREAT EXTENT...

A: 16.3% B: 51.0% C: 30.6% D: 2.0% E:
 f = 8 f = 25 f = 15 f = 1 f = 0 Missing = 1

Item 98 = OFFICERS ARE RESERVED

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 12.0% B: 24.0% C: 46.0% D: 18.0% E:
 f = 6 f = 12 f = 23 f = 9 f = 0 Missing = 0

Item 99 = OFFICERS ARE RESOURCEFUL

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 2.0% B: 16.0% C: 56.0% D: 26.0% E:
 f = 1 f = 8 f = 28 f = 13 f = 0 Missing = 0

Percent responses:1....2....3....4....5....6....7....8....9....10

Item 100 = OFFICERS ARE RESPECTFUL

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT...

A: 40.0% B: 12.0% C: 54.0% D: 10.0% E: Missing = 0
 f = 2 f = 16 f = 27 f = 5 f = 0

Item 101 = OFFICERS ARE SENSITIVE

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 4.0% B: 52.0% C: 32.0% D: 10.0% E: 2.0% Missing = 0
 f = 2 f = 26 f = 16 f = 5 f = 1

Item 102 = OFFICERS ARE SELF-DISCIPLINED.

A = LITTLE/NO EXTENT.... ****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 8.0% B: 14.0% C: 50.0% D: 26.0% E: 2.0% Missing = 0
 f = 4 f = 7 f = 25 f = 13 f = 1

Item 103 = OFFICERS ARE SELF-MOTIVATED

A = LITTLE/NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.0% B: 22.0% C: 46.0% D: 28.0% E: 2.0% Missing = 0
 f = 1 f = 11 f = 23 f = 14 f = 1

Item 104 = OFFICERS ARE SELF-SACRIFICING

A = LITTLE/NO EXTENT.... *****
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 10.0% B: 36.0% C: 42.0% D: 10.0% E: 2.0% Missing = 0
 f = 5 f = 18 f = 21 f = 5 f = 1

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 105 = OFFICERS ARE SELF-STARTING

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 5.0% B: 22.0% C: 44.0% D: 26.0% E: 4.0%
 f = 1 f = 11 f = 22 f = 17 f = 2

Missing = 0

Item 106 = OFFICERS ARE SELF-TRAINED.

A = LITTLE/NO EXTENT....
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 0.0% B: 48.0% C: 38.0% D: 12.0% E: 2.0%
 f = 0 f = 24 f = 19 f = 6 f = 1

Missing = 0

Item 107 = OFFICERS HAVE A SENSE OF HUMOR

A = LITTLE/NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 6.0% B: 26.0% C: 54.0% D: 10.0% E: 4.0%
 f = 3 f = 13 f = 27 f = 5 f = 2

Missing = 0

Item 108 = OFFICERS ARE STRONG WILLED

A = LITTLE/NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 2.0% B: 14.0% C: 32.0% D: 38.0% E: 14.0%
 f = 1 f = 7 f = 16 f = 19 f = 7

Missing = 0

Item 109 = OFFICERS ARE STUBBORN

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 4.1% B: 10.2% C: 24.5% D: 40.8% E: 20.4%
 f = 2 f = 5 f = 12 f = 20 f = 10

Missing = 1

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 1.1 = OFFICERS ARE SUPERVISORS

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 4.1% B: 16.3% C: 42.9% D: 30.6% E: 6.1%
 f = 2 f = 8 f = 21 f = 15 f = 3 Missing = 0

Item 1.2 = OFFICERS ARE TACTFUL.

A = LITTLE/NO EXTENT.... ***
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 6.0% B: 34.0% C: 44.0% D: 14.0% E: 2.0%
 f = 3 f = 17 f = 22 f = 7 f = 1 Missing = 0

Item 1.3 = OFFICERS ARE TALKERS

A = LITTLE/NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *****

A: 1.1% B: 12.0% C: 32.0% D: 42.0% E: 12.0%
 f = 1 f = 6 f = 16 f = 21 f = 6 Missing = 0

Item 1.4 = OFFICERS ARE TEACHERS

A = LITTLE/NO EXTENT.... **
 B = SOME SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 4.0% B: 20.0% C: 64.0% D: 10.0% E: 2.0%
 f = 2 f = 10 f = 32 f = 5 f = 1 Missing = 0

Item 1.4 = OFFICERS ARE THINKERS

A = LITTLE/NO EXTENT.... *
 B = SOME SLIGHT EXTENT.. ***
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... ***

A: 2.0% B: 5.0% C: 48.0% D: 38.0% E: 6.0%
 f = 1 f = 3 f = 24 f = 19 f = 3 Missing = 0

Percent in terms: 1.....2.....3.....4.....5.....6.....7.....8.....9.....10.....11

Item 117 = OFFICERS ARE THOROUGH

A = LITTLE NO EXTENT.... *

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 10.0% B: 18.0% C: 52.0% D: 26.0% E: 4.0%
 f = 3 f = 9 f = 26 f = 10 f = 1 Missing = 0

Item 118 = OFFICERS ARE THOUGHTFUL

A = LITTLE NO EXTENT.... ***

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... ***

E = VERY GREAT EXTENT... *

A: 6.0% B: 26.0% C: 52.0% D: 6.0% E: 10.0%
 f = 2 f = 18 f = 26 f = 3 f = 9 Missing = 0

Item 119 = OFFICERS ARE TOLERANT

A = LITTLE NO EXTENT.... *****

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... **

E = VERY GREAT EXTENT... *

A: 16.0% B: 32.0% C: 48.0% D: 4.0% E: 0.0%
 f = 9 f = 16 f = 24 f = 2 f = 0 Missing = 0

Item 119 = OFFICERS ARE TRAINERS

A = LITTLE NO EXTENT.... *****

B = SOME/SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... ****

E = VERY GREAT EXTENT... *

A: 0.0% B: 40.0% C: 42.0% D: 8.0% E: 10.0%
 f = 0 f = 20 f = 21 f = 4 f = 9 Missing = 0

Item 119 = OFFICERS ARE TRUSTFUL

A = LITTLE NO EXTENT.... **

B = SOME SLIGHT EXTENT.. *****

C = MODERATE EXTENT..... *****

D = GREAT EXTENT..... *****

E = VERY GREAT EXTENT... *

A: 4.0% B: 36.0% C: 46.0% D: 12.0% E: 2.0%
 f = 2 f = 18 f = 23 f = 6 f = 1 Missing = 0

Percent in tens:1....2....3....4....5....6....7....8....9....10

Item 100 = OFFICERS ARE TRUSTING

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 10.0% B: 22.0% C: 48.0% D: 8.0% E: 2.0%
 f = 5 f = 15 f = 24 f = 4 f = 1 Missing = 0

Item 101 = OFFICERS ARE UNCONCERNED

A = LITTLE/NO EXTENT.... *****
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 9.0% B: 30.0% C: 44.0% D: 18.0% E:
 f = 4 f = 15 f = 22 f = 9 f = 0 Missing = 0

Item 102 = OFFICERS ARE UNDERSTANDING

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.0% B: 34.0% C: 56.0% D: 8.0% E:
 f = 1 f = 17 f = 28 f = 4 f = 0 Missing = 0

Item 103 = OFFICERS ARE WILLFUL

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... **

A: 2.0% B: 10.0% C: 66.0% D: 18.0% E: 4.0%
 f = 1 f = 5 f = 33 f = 9 f = 2 Missing = 0

Item 104 = OFFICERS ARE WISE

A = LITTLE/NO EXTENT.... *
 B = SOME/SLIGHT EXTENT.. *****
 C = MODERATE EXTENT..... *****
 D = GREAT EXTENT..... *****
 E = VERY GREAT EXTENT... *

A: 2.0% B: 24.0% C: 54.0% D: 20.0% E:
 f = 1 f = 12 f = 27 f = 10 f = 0 Missing = 0

Percent in tens:1.....2.....3.....4.....5.....6.....7.....8.....9.....

Item 125 = OFFICERS WITHDRAW

1 = LITTLE/NO EXTENT..... *****
 2 = SOME SLIGHT EXTENT.. *****
 3 = MODERATE EXTENT..... *****
 4 = GREAT EXTENT..... **
 5 = VERY GREAT EXTENT...

A: 100.0%	B: 36.0%	C: 48.0%	D: 4.0%	E: 12.0%	Missing = 0
f = 5	f = 18	f = 24	f = 2	f = 6	

Item 126 = OFFICERS ARE WORKAHOLICS

1 = LITTLE/NO EXTENT.....
 2 = SOME SLIGHT EXTENT.. *****
 3 = MODERATE EXTENT..... *****
 4 = GREAT EXTENT..... *****
 5 = VERY GREAT EXTENT... *****

A: 0.0%	B: 14.0%	C: 26.0%	D: 34.0%	E: 26.0%	Missing = 0
f = 0	f = 7	f = 13	f = 17	f = 13	

Item 127 = OFFICERS ARE WORRIERS

1 = LITTLE/NO EXTENT..... *
 2 = SOME SLIGHT EXTENT.. *****
 3 = MODERATE EXTENT..... *****
 4 = GREAT EXTENT..... *****
 5 = VERY GREAT EXTENT... *****

A: 0.0%	B: 8.0%	C: 20.0%	D: 30.0%	E: 40.0%	Missing = 0
f = 1	f = 4	f = 10	f = 15	f = 20	

OFFICER TOTALS

The number of responses for questions 1-58 is: 55

Question 5 Results

A 5	0.0909091
B 30	0.545455
C 15	0.272727
D 3	0.0545455
E 1	0.0181818
1	0.0181818

Question 6 Results

A 1	0.0181818
B 13	0.236364
C 29	0.527273
D 8	0.145455
E 2	0.0363636
2	0.0363636

Question 7 Results

E 1	0.0181818
A 1	0.0181818
B 2	0.0363636
C 13	0.236364
D 26	0.472727
E 11	0.2
1	0.0181818

Question 8 Results

A 2	0.0363636
B 5	0.0909091
C 16	0.290909
D 25	0.454545
E 6	0.109091
1	0.0181818

Question 9 Results

A 2	0.0363636
B 24	0.436364
C 15	0.272727
D 10	0.181818
E 3	0.0545455
1	0.0181818

Question 10 Results

A 3	0.0545455
B 7	0.127273
C 17	0.309091
D 18	0.327273
E 9	0.163636
1	0.0181818

Question 11 Results

A 1	0.0181818
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B 4	0.0727273
C 18	0.327273
D 21	0.381818
E 10	0.181818
1	0.0181818

Question 12 Results

A 1	0.0181818
B 1	0.0181818
C 13	0.236364
D 26	0.472727
E 13	0.236364
1	0.0181818

Question 13 Results

B 26	0.472727
C 19	0.345455
D 6	0.109091
E 3	0.0545455
1	0.0181818

Question 14 Results

A 3	0.0545455
B 3	0.0545455
C 25	0.454545
D 21	0.381818
E 2	0.0363636
1	0.0181818

Question 15 Results

A 1	0.0181818
B 6	0.109091
C 24	0.436364
D 20	0.363636
E 1	0.0181818
1	0.0181818
EC 1	0.0181818
EB 1	0.0181818

Question 16 Results

A 6	0.109091
B 30	0.545455
C 17	0.309091
D 2	0.0363636

Question 17 Results

A 3	0.0545455
B 27	0.490909
C 20	0.363636
D 4	0.0727273
E 1	0.0181818

Question 18 Results

A 3	0.0545455
B 18	0.327273
C 25	0.454545

D 9 0.163636

Question 19 Results

B 2 0.0363636
C 13 0.236364
D 22 0.4
E 18 0.327273

Question 20 Results

B 11 0.2
C 22 0.4
D 18 0.327273
E 4 0.0727273

Question 21 Results

B 20 0.363636
C 23 0.418182
D 11 0.2
E 1 0.0181818

Question 22 Results

A 4 0.0727273
B 26 0.472727
C 17 0.309091
D 8 0.145455

Question 23 Results

A 2 0.0363636
B 15 0.272727
C 26 0.472727
D 11 0.2
E 1 0.0181818

Question 24 Results

A 4 0.0727273
B 16 0.290909
C 28 0.509091
D 7 0.127273

Question 25 Results

A 2 0.0363636
B 18 0.327273
C 15 0.272727
D 16 0.290909
E 4 0.0727273

Question 26 Results

A 4 0.0727273
B 21 0.381818
C 17 0.309091
D 9 0.163636
E 4 0.0727273

Question 27 Results

B 5 0.0909091
C 12 0.218182

D 29	0.527273
E 9	0.163636

Question 28 Results

A 3	0.0545455
B 18	0.327273
C 27	0.490909
D 7	0.127273

Question 29 Results

A 1	0.0181818
B 5	0.0909091
C 19	0.345455
D 20	0.363636
E 8	0.145455
CB 1	0.0181818
B 1	0.0181818

Question 30 Results

A 4	0.0727273
B 22	0.4
C 25	0.454545
D 4	0.0727273

Question 31 Results

A 6	0.109091
B 27	0.490909
C 20	0.363636
D 2	0.0363636

Question 32 Results

A 1	0.0181818
B 7	0.127273
C 22	0.4
D 18	0.327273
E 7	0.127273

Question 33 Results

B 4	0.0727273
C 29	0.527273
D 18	0.327273
E 4	0.0727273

Question 34 Results

B 7	0.127273
C 15	0.272727
D 21	0.381818
E 12	0.218182

Question 35 Results

B 4	0.0727273
C 14	0.254545
D 20	0.363636
E 17	0.309091

Question 36 Results

A 2	0.0363636
B 26	0.472727
C 23	0.418182
D 4	0.0727273

Question 37 Results

B 5	0.0909091
C 12	0.218182
D 27	0.490909
E 11	0.2

Question 38 Results

A 10	0.181818
B 28	0.509091
C 11	0.2
D 4	0.0727273
DB 1	0.0181818
A 1	0.0181818

Question 39 Results

A 2	0.0363636
B 18	0.327273
C 26	0.472727
D 9	0.163636

Question 40 Results

A 2	0.0363636
B 17	0.309091
C 24	0.436364
D 11	0.2
E 1	0.0181818

Question 41 Results

A 1	0.0181818
B 22	0.4
C 15	0.272727
D 11	0.2
E 6	0.109091

Question 42 Results

A 5	0.0909091
B 29	0.527273
C 17	0.309091
D 3	0.0545455
C 1	0.0181818

Question 43 Results

A 2	0.0363636
B 18	0.327273
C 22	0.4
D 9	0.163636
E 4	0.0727273

Question 44 Results

A 8	0.145455
B 36	0.654545

C 9	0.163636
D 2	0.0363636

Question 45 Results

B 6	0.109091
C 7	0.127273
D 20	0.363636
E 22	0.4

Question 46 Results

A 3	0.0545455
B 14	0.254545
C 26	0.472727
D 11	0.2
E 1	0.0181818

Question 47 Results

B 12	0.218182
C 20	0.363636
D 21	0.381818
E 2	0.0363636

Question 48 Results

A 9	0.163636
B 21	0.381818
C 18	0.327273
D 6	0.109091
E 1	0.0181818

Question 49 Results

A 5	0.0909091
B 26	0.472727
C 19	0.345455
D 4	0.0727273
E 1	0.0181818

Question 50 Results

A 2	0.0363636
B 10	0.181818
C 12	0.218182
D 19	0.345455
E 12	0.218182

Question 51 Results

A 12	0.218182
B 20	0.363636
C 21	0.381818
D 2	0.0363636

Question 52 Results

A 3	0.0545455
B 14	0.254545
C 21	0.381818
D 14	0.254545
E 3	0.0545455

Question 53 Results

A 5	0.0909091
B 22	0.4
C 20	0.363636
D 7	0.127273
E 1	0.0181818

Question 54 Results

A 2	0.0363636
B 6	0.109091
C 14	0.254545
D 28	0.509091
E 5	0.0909091

Question 55 Results

A 4	0.0727273
B 20	0.363636
C 26	0.472727
D 5	0.0909091

Question 56 Results

A 6	0.109091
B 25	0.454545
C 19	0.345455
D 5	0.0909091

Question 57 Results

B 6	0.109091
C 30	0.545455
D 15	0.272727
E 3	0.0545455
1	0.0181818

Question 58 Results

B 6	0.109091
C 14	0.254545
D 28	0.509091
E 7	0.127273

The number of responses for questions 59-127 is: 53

*** The number of responses for questions 59-127 are not equal to the number of responses for questions 1-58

Questions 1-58 ==> 55

Questions 59-127 ==> 53

Question 59 Results

3 11	0.207547
4 36	0.679245
5 6	0.113208

Question 60 Results

3 8	0.150943
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4 40	0.754717
5 5	0.0943396

Question 61 Results

2 2	0.0377358
3 14	0.264151
4 22	0.415094
5 15	0.283019

Question 62 Results

2 5	0.0943396
3 26	0.490566
4 20	0.377358
5 2	0.0377358

Question 63 Results

2 6	0.113208
3 29	0.54717
4 17	0.320755
5 1	0.0188679

Question 64 Results

3 22	0.415094
4 25	0.471698
5 5	0.0943396
44 1	0.0188679

Question 65 Results

2 1	0.0188679
3 5	0.0943396
4 30	0.566038
5 17	0.320755

Question 66 Results

3 12	0.226415
33 1	0.0188679
4 32	0.603774
5 8	0.150943

Question 67 Results

2 8	0.150943
3 30	0.566038
4 14	0.264151
5 1	0.0188679

Question 68 Results

2 7	0.132075
3 23	0.433962
4 19	0.358491
5 4	0.0754717

Question 69 Results

2 3	0.0566038
3 26	0.490566
4 22	0.415094
5 2	0.0377358

Question 70 Results

2 3	0.0566038
3 26	0.490566
4 22	0.415094
5 2	0.0377358

Question 71 Results

2 15	0.283019
3 25	0.471698
4 10	0.188679
5 3	0.0566038

Question 72 Results

2 3	0.0566038
3 21	0.396226
4 23	0.433962
5 6	0.113208

Question 73 Results

2 7	0.132075
3 25	0.471698
4 18	0.339623
5 2	0.0377358
1 1	0.0188679

Question 74 Results

2 3	0.0566038
3 15	0.283019
4 30	0.566038
5 5	0.0943396

Question 75 Results

2 1	0.0188679
3 18	0.339623
4 30	0.566038
5 4	0.0754717

Question 76 Results

2 4	0.0754717
3 15	0.283019
4 30	0.566038
5 4	0.0754717

Question 77 Results

2 2	0.0377358
3 20	0.377358
4 22	0.415094
5 9	0.169811

Question 78 Results

2 5	0.0943396
3 17	0.320755
4 21	0.396226
5 10	0.188679

Question 79 Results

2 9	0.169811
3 23	0.433962
4 19	0.358491
5 2	0.0377358

Question 80 Results

2 22	0.415094
3 20	0.377358
4 9	0.169811
1 2	0.0377358

Question 81 Results

2 2	0.0377358
3 15	0.283019
4 23	0.433962
5 13	0.245283

Question 82 Results

2 24	0.45283
3 21	0.396226
4 6	0.113208
5 1	0.0188679
1 1	0.0188679

Question 83 Results

2 28	0.528302
3 14	0.264151
4 9	0.169811
1 2	0.0377358

Question 84 Results

2 13	0.245283
3 17	0.320755
4 20	0.377358
5 3	0.0566038

Question 85 Results

2 3	0.0566038
3 15	0.283019
4 29	0.54717
5 6	0.113208

Question 86 Results

3 19	0.358491
4 30	0.566038
5 4	0.0754717

Question 87 Results

3 21	0.396226
4 24	0.45283
5 8	0.150943

Question 88 Results

2 8	0.150943
3 21	0.396226

4 20	0.377358
5 3	0.0566038
45 1	0.0188679

Question 89 Results

2 20	0.377358
23 1	0.0188679
3 18	0.339623
4 10	0.188679
5 1	0.0188679
34 1	0.0188679
43 1	0.0188679
1 1	0.0188679

Question 90 Results

2 3	0.0566038
3 20	0.377358
4 23	0.433962
5 7	0.132075

Question 91 Results

2 3	0.0566038
3 14	0.264151
4 35	0.660377
5 1	0.0188679

Question 92 Results

2 1	0.0188679
3 14	0.264151
4 38	0.716981

Question 93 Results

2 10	0.188679
3 30	0.566038
4 11	0.207547
5 2	0.0377358

Question 94 Results

2 6	0.113208
3 23	0.433962
4 20	0.377358
5 4	0.0754717

Question 95 Results

2 1	0.0188679
3 20	0.377358
4 25	0.471698
5 7	0.132075

Question 96 Results

2 11	0.207547
3 34	0.641509
4 7	0.132075
3 1	0.0188679

Question 97 Results

2 19	0.358491
3 30	0.566038
4 4	0.0754717

Question 98 Results

2 15	0.283019
3 27	0.509434
4 9	0.169811
1 2	0.0377358

Question 99 Results

2 2	0.0377358
3 22	0.415094
4 24	0.45283
5 5	0.0943396

Question 100 Results

2 4	0.0754717
3 20	0.377358
4 26	0.490566
5 3	0.0566038

Question 101 Results

2 25	0.471698
3 19	0.358491
4 8	0.150943
5 1	0.0188679

Question 102 Results

2 3	0.0566038
3 18	0.339623
4 29	0.54717
5 3	0.0566038

Question 103 Results

2 2	0.0377358
3 15	0.283019
4 24	0.45283
5 12	0.226415

Question 104 Results

2 8	0.150943
3 17	0.320755
4 22	0.415094
5 5	0.0943396
1 1	0.0188679

Question 105 Results

2 2	0.0377358
3 20	0.377358
4 25	0.471698
5 6	0.113208

Question 106 Results

2 8	0.150943
3 32	0.603774

4 9	0.169811
5 4	0.0754717

Question 107 Results

2 11	0.207547
3 30	0.566038
4 11	0.207547
5 1	0.0188679

Question 108 Results

2 2	0.0377358
3 13	0.245283
4 33	0.622642
5 5	0.0943396

Question 109 Results

2 5	0.0943396
3 19	0.358491
4 25	0.471698
5 3	0.0566038
1 1	0.0188679

Question 110 Results

2 3	0.0566038
3 16	0.301887
4 28	0.528302
5 6	0.113208

Question 111 Results

2 7	0.132075
3 33	0.622642
4 12	0.226415
5 1	0.0188679

Question 112 Results

2 1	0.0188679
3 14	0.264151
4 33	0.622642
5 5	0.0943396

Question 113 Results

2 8	0.150943
3 31	0.584906
4 9	0.169811
5 5	0.0943396

Question 114 Results

2 9	0.169811
3 21	0.396226
4 22	0.415094
5 1	0.0188679

Question 115 Results

2 3	0.0566038
3 26	0.490566
4 21	0.396226

5 3 0.0566038

Question 116 Results

2 13 0.245283
3 24 0.45283
4 16 0.301887

Question 117 Results

2 17 0.320755
3 23 0.433962
4 11 0.207547
5 1 0.0188679
1 1 0.0188679

Question 118 Results

2 9 0.169811
3 23 0.433962
4 17 0.320755
5 3 0.0566038
44 1 0.0188679

Question 119 Results

2 7 0.132075
3 18 0.339623
4 19 0.358491
5 9 0.169811

Question 120 Results

2 12 0.226415
3 24 0.45283
4 16 0.301887
5 1 0.0188679

Question 121 Results

2 20 0.377358
3 11 0.207547
4 4 0.0754717
1 18 0.339623

Question 122 Results

2 6 0.113208
3 31 0.584906
4 14 0.264151
5 2 0.0377358

Question 123 Results

2 1 0.0188679
3 26 0.490566
4 23 0.433962
5 3 0.0566038

Question 124 Results

2 3 0.0566038
3 31 0.584906
4 18 0.339623
5 1 0.0188679

Question 125 Results

2 26	0.490566
3 13	0.245283
4 3	0.0566038
1 11	0.207547

Question 126 Results

2 3	0.0566038
3 14	0.264151
4 29	0.54717
5 6	0.113208
4 1	0.0188679

Question 127 Results

2 4	0.0754717
3 14	0.264151
4 30	0.566038
5 4	0.0754717
1 1	0.0188679